LEVELY Que

"The views, opinions, and/or findings contained in this report are those of the author(s) and should not be construed as an official Department of the Army position, policy, or decision, unless so designated by other official documentation."



FINAL REPORT



EVALUATION OF WOMEN IN THE ARMY

Performed by
United States Army
Administration Center
Fort Benjamin Harrison, IN 46216

March 1978

for

Department of the Army
Office of the Deputy Chief of Staff
for Personnel
Washington, D.C. 20310

78 07 31 157

Approved for public release: distribution unlimited.

EVALUATION OF WOMEN IN THE ARMY

FINAL REPORT

MARCH 1978

AUTHORS

See Appendix H

CONTRIBUTORS

See Appendix H

ADMINISTRATIVE ASSISTANTS

See Appendix H

Performed by United States Army Administration Center Ft. Benjamin Harrison, IN 46216

For Department of the Army
Office of the Deputy Chief of Staff for Personnel
Washington, D.C. 20310

Approved for public release; distribution unlimited

Unclassified SECURITY CLASSIFICATION OF THIS PAGE (When Date Entered) READ INSTRUCTIONS BEFORE COMPLETING FORM REPORT DOCUMENTATION PAGE I. REPORT NUMBER 2. GOVT ACCESSION NO. 3. RECIPIENT'S CATALOG NUMBER TITLE (and Subtitle EVALUATION OF WOMEN IN THE ARMY Aug 77 - 28 Feb 78 8. CONTRACT OR GRANT NUMBER(s) Grace L. Roberts, Others as listed in Charles/Baker Annendix Doris L. Caldwell Sonya United States Army Administration Fort Benjamin Harrison, IN 46216 11.1CONTROLLING OFFICE NAME AND ADDRESS Office of the Deputy Chief of Staff for Personnel HQDA (DAPE-MP) Rm 2B745, The Pentagon, Washington, D.C. 20310
14. MONITORING AGENCY NAME & ADDRESS(II different from Controlling Office) 605 15. SECURITY CLASS. (of this report) Unclassified Same as item 11 15a. DECLASSIFICATION/DOWNGRADING 16. DISTRIBUTION STATEMENT (of this Report) Approved for public release; distribution unlimited 17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, If different from Report) Same as item 16 18. SUPPLEMENTARY NOTES None 19. KEY WORDS (Continue on reverse side if necessary and identify by block number) Active Army; Personnel; Management; Women; Utilization; Maximum Content; Evaluation

20. ABSTRACT (Continue on reverse side if necessary and identify by block number)

The EWITA study accomplished the following objectives:

- 1. Analyzed all MOS (specialties for officers) excluding infantry, armor and cavalry, currently closed to women, and determined if they should be open to women.
- 2. Analyzed Category I units to identify those which could or should be open to women.
 - 3. Calculated the maximum female content of each MOS. 409 126
 - 4. Analyzed other key factors that impact on the utilization of somen in

DD 1 JAN 73 1473 EDITION OF 1 NOV 65 IS OBSOLETE

Unclassified

SECURITY CLASSIFICATION OF THIS PAGE(When Data Entered) Army and formulated appropriate recommendations. commence of the second 181 roduct returns Casado o a gron (1) / 1 witted summer Aprey Continueral Los 201 or Resignate Barriage, 13 16221 AS LACEN ON HUMBER STREET, STORE OF this of the Deputy Chief of St. PINA CRAPHAMPS And the Property of the control of t final const San Land Valle Starten Starten the state of the set of the set from the ACCESSION .for White Section NTIS Buff Section [DDC UNANNOUNCED JUSTIFICATION ... DISTRIBUTION AYA! ABI'TTY CODES SPECIAL

-07

Unclassified

ACKNOWLEDGEMENTS

We gratefully acknowledge the Army-wide cooperation provided in the completion of this evaluation. Commanders and soldiers in every unit visited world-wide were most receptive and responsive to the evaluation questionnaire and interview requirements. They were open and candid in their discussions with evaluation team members. The evaluation could not have been completed without this fine support.

The assistance provided by proponent representatives from TRADOC schools was also invaluable. The responsiveness to evaluation requirements, frequently in the form of telephone communications with a short reaction time, was commendable.

There were four principal consultants in the evaluation effort. These consultants gave freely of their time and provided a great assistance in completion of the task. The primary consultants were:

Brigadier General Walter F. Ulmer, Jr., Assistant Division Commander, 2d Armored Division

Colonel Clotilde D. Bowen, Chief, Hawley Army Heath Clinic, Fort Benjamin Harrison, IN

Lieutenant Colonel Donald F. Borden, Chief, Leadership and Motivation Branch, Human Resources Division, Directorate of Combat Development, USAADMINCEN

Captain Joyce E. Plaut, Instructor, Admin and Civil Law Division, Academic Division, The Judge Advocate General School

Steering Committee members are listed at Appendix G. The committee provided timely advice and guidance. Principal report authors and other significant contributors and advisors are listed at Appendix I.

EVALUATION OF WOMEN IN THE ARMY

CONTENTS 11 A LIBERTY ENGLES

	to linearity of the storage for	Paragraph	Page
CHAPTER 1	EXECUTIVE SUMMARY		
	Purpose Samuel Languing S.	1.1	1-1
	Background	1.2	1-1
	Objectives a sample of the sam	1.3	1-6
	Scope and Tactical Context	1.4	1-7
	Evaluation Description	1.5	1-8
	by Evaluation Objective	1.6	1-18
	Recommendations for Follow-on		
	Action grounds morrouter the real was real and	1.7	1-36
CHAPTER 2	EVALUATION DETAILS AND RESULTS		
	Introduction	2.1	2-1
	Execution	2.2	2-4
	Evaluation Results	1.4	
	and Recommendations	2.3	2-6
APPENDIX A-1	Data Supporting Objective 1	4.0	A-1-1
APPENDIX A-2	Data Supporting Objective 2		A-2-1
APPENDIX A-3	Data Supporting Objective 3		A-3-1
APPENDIX -4	Data Supporting Objective 4		A-4-1
APPENDIX B	EWITA MOS/Specialty Questionnaire		B-1
APPENDIX C	EWITA Interview Form		C-1
APPENDIX D	Panel Results - Physical		
	Capabilities and Limitations		
	Analysis To mean to be a recommendation		D-1
APPENDIX E	Training of EWITA Personnel		E-1
APPENDIX F	DA Tasking Directive		F-1
APPENDIX G	Members of EWITA		
	Steering Committee		G-1
APPENDIX H	EWITA Directorate Personnel		H-1
APPENDIX I	Significant Contributors	0.1	
State State State	to ENITA		I-1
APPENDIX J	SPSS Program Used		
	for Data Analysis		J-1
APPENDIX K	Cost Summary and variations		K-1
APPENDIX L	References		L-1
APPENDIX M		8,1	M-1
APPENDIX N	Distribution and Armed I was a second		N-1

NUMB	ER		
TABLE	FIGURE	TITLE	PAGE
102102101	1.1	Organization of Directorate for Evaluation of Women in the Army	1-2
	1.2	Original Issues	1-4
	1.3	Arrangement of Issues for Evaluation	1-5
	1.4	Original Objectives - DA Tasking Directive	1-6
	1.5	Revised Evaluation Objectives	1-7
	1.6	Scope of Evaluation of Women	S 4121 WARD
	•	in the Army	1-7
1.1		Summary of Questionnaires Administered by Enlisted MOS	1-9
1.2		Summary of Questionnaires Administered by Officer Speciality	1-10
1.3		Summary of Questionnaires Administered by Warrant Officer MOS	1-11
1.4		Background Summary of Questionnaire Respondents by Geographical Area	1-12
1.5		Summary of Personnel Interviewed	1-13
1.6		Background Summary of Personnel Interviewed	1 (15) 1944 6 A15A 3 1-14
	1.7	Methodology Matrix to Determine MOS/Speciality Open to Women	111111111111111111111111111111111111111
	1.8	Methodology for Determining Category I Units Open	ACTIONS A
		to Women	1-16

NU	MBER		SI HERMAN	
TABLE	FIGURE	TITLE	Wall t	PAGE
	1.9	Methodology for Determining Maximum Female Content by MOS/Speciality		1-17
8-5	1.10	Recommended Opening of Closed MOS/Specialties		1-19
	1.11	MOS/Specialty Closed by Combat Exclusion Definition		1-20
. 296	1.12	MOS/Specialty Closed for Career Progression	L1.L.3	1-21
30-3 85-3	1.13	MOS/Specialty Closed for Physical Capabilities		1-22
19.8	1.14	Recommended Opening of Category I Units (Closed by DA 20 Dec 77)	1.5.6.5 1.5.615	1-24
16 3	1.15	Recommended Closing of Category I Units (Opened by DA 20 Dec 77)	Waliot .	1-25
1.7		Maximum Female Content Considering Current Force Structure	1.0:825	1-26
1.8		Recommended Enlisted Female Content of Force Structure (FY	33)	1-28
36-5	2.3.1.1	Closed MOS/SSI as of September 1977		2-8
	2.3.1.2	Open MOS/SSI Added to Analysis		2-9
32-8	2.3.1.3	Matrix Used for MOS Analysis		2-11
\$6-S	2.3.1.4	MOS/SSI That Should be Opened Closed at beginning of EWITA)		2-15
	2.3.1.5	MOS Closed for Physical Capabili (Opened by DA 20 Dec 77)	ty .	2-16
	2.3.1.6	MOS Closed to Further Input for		2_17

NUMBER		
TABLE FIGURE	TITLE MARKET AND	PAGE
2.3.1.7	MOS/SSI Closed by Combat Exclusion Definition	2-19
2.3.1.8	MOS/SSI Closed by Career Progression	2-20
2.3.1.9	MOS Closed for Career Progression (Objective 3 analysis - no positions available for women)	2-21
2.3.1.10	MOS Closed for Career Progression (Objective 3 analysis - very few positions available for women)	2-22
2.3.2.1	Step I of TOE Analysis	2-25
2.3.2.2	Step II of TOE Analysis	2-27
2.3.2.3	Category I Units That Should be Opened	2-34
2.3.3.1	Number of Interchangeable Positions and Maximum Female Content by Officer Specialty	2-41
2.3.3.2	Number of Interchangeable Positions and Maximum Female Content by Warrant Officer MOS	2-43
2.3.3.3	Number of Interchangeable Positions and Maximum Female Content by Enlisted MOS	2-44
2.3.3.4	Theoretical Maximum Female Content Considering Current Force Structure	2-51
2.3.3.5	Female Content by MOS with 100 Percent Interchangeable Positions as of October 1977	

Clarific Care of the property of the care of the care

min tours sended of months that actions

COLUMN TO THE PARTY OF THE PART	BER		
TABLE	FIGURE	TITLE	PAGE
2.3.4.1		Percent of Combat Arms Who See Issue As a Problem	2-63
2.3.4.2		Percent of Branches (Other Than Combat Arms) Who See Issue As a Problem	2-64
2.3.4.3	•	Combined Population Percentages Wasse Essues As a Problem in Wartime/Peacetime	2-65
	2.3.4.1	Combined Population Percentages Who See Issues as a Problem in Peacetime	2-66
	2.3.4.2	Combined Population Percentages Who See Issues as a Problem in Wartime	2-67
2.3.4.4		Number of Pregnancies and Disposition	2-68
2.3.4.5		Cost to Army Per Pregnancy Disposition Category	2-69
	2.3.4.3	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Pregnancy	2-71
	2.3.4.4	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Toughness	2-75
18.	2.3.4.5	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Strength	2-76
	2.3.4.6	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Endurance	2-77

	NUMBER		
TABLE	FIGUR	E TITLE	PAGE
	2.3.4.7	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Size	o de la companya de l
	2.3.4.8	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Profiles	2-78
	2.3.4.9	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Hand/Grip Size	2-80
	2.3.4.10	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Arm/Leg Length	
	2.3.4.11	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, Jn Issue - Leadership	281
	2.3.4.12	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Aggressiveness	2-89
	2.3.4.13	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Gains Respect	2-90
	2.3.4.14	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Self Confidence	2-92

NUM	IBER		
TABLE	FIGURE	TITLE	PAGE
	2.3.4.15	Summary of Sole Parents in the Army	2-96
	2.3.4.16	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Fraternization	2-101
2.3.4.6		Personnel Assigned Out of PMOS (Interview Results)	2-106
2.3.4.7		Personnel Assigned Out of PMOS (Questionnaire Results)	2-107
2.3.4.8		Personnel Assigned Out of PMOS (MILPERCEN Study)	2-107
iek s	2.3.4.17	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Mechanical Ability	2-111
	2.3.4.18	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Skills	2-112
	2.3.4.19	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Stress	2-128
	2.3.4.20	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on	
		Issue - Self Image	2-131

N	UMBER		
TABLE	FIGURE	TITLE	PAGE
	2.3.4.21	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Emotionality	2-135
	2.3.4.22	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Aggressiveness	2-139
	2.3.4.23	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Leadership	2-140
	2.3.4.24	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Confidence	2-141
	2.3.4.25	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Gains Respect	2-142
	2.3.4.26	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Hygiene	2-145
	2.3.4.27	Summary of Questionnaire/ Interview Responses, Peacetime/Wartime, on Issue - Menses	2-146

Evaluation of Women in the Army

(EWITA)

CHAPTER 1

EXECUTIVE SUMMARY

★1.1. PURPOSE. To determine how many women by MOS (specialty for officers) and grade can be assigned without reducing the capability of units in the Army to accomplish the assigned ground combat mission. This assessment is essential as a prelude to decisions to substantially increase the number of women in the Army. The evaluation was not constrained by current assignment policies or restrictions.

★1.2. BACKGROUND.

- ◆1.2.1. Evaluation Team Established. The Administration Center was tasked to accomplish the Evaluation of Women in the Army (EWITA) by letter, HQDA, DAPE-MPE-CS, dated 10 August 1977, subject: Directive for Evaluation of Women in the Army (EWITA). Pursuant to this tasking an evaluation team was established at the Administration Center in August 1977. The organization for accomplishing the evaluation is reflected in Figure 1.1.
- ♦1.2.2. Steering Committee. A steering committee was established to monitor and oversee the effort. Members are listed at Appendix G. During the conduct of the evaluation two in-process reviews were presented, one on 12 September 1977 and the other on 5 December 1977. The final review was conducted on 28 February 1978.

◆1.2.3. Evaluation Criteria.

◆1.2.3.1 Original Criteria. Two criteria were established and subsequently approved by the steering committee to guide the evaluation effort: a combat exclusion definition and an accompanying assumption statement.

DIREC	TORATE HEADQUAR	TERS
GR	SPECIALTY	SEX
U5(P)	Pers Admin	F
U4	Armor	M
U3	Compt	M
GS5	Secretary	F
GS3	Keypunch Opr	F

	TEAM I	11.673 11.673		TEAM II	a Karaji alia Gili Misa		3/4
<u>GR</u>	SPECIALTY	SEX	GR	SPECIALTY	SEX	GR	
U5(P)	Pers Mgt	F	U5	Phys Therapist	F	U5	
U3	Air Defense		104	Pers Mgt (USAR)	F	14	
U3 U3 E9	Aviation	M F	U3	ORSA	M	U3	
E9	Cmd Sgt Maj	M	U3	ADP	F	E9	
E7 E7	Sup Sgt	F	U3	Opns & FD	M	E8	
£7	Behav Sci Sp	M	U3	Opns & FD	M	E6	
E6	Avn Maint Ch	M	03	Test & Eval	F M M M M M M	E5	
			03	Test & Eval	M		
				Rsch Psych	M		

E7 Opns Sgt

	TEAM III	
GR	SPECIALTY	SEX
U5	Infantry	M
14	Pers Mgt	F
103	Fld Arty	M
E9	Cmd Sgt Maj	F
E8	Pers Sr Sgt	M
E6	Fin NCO	F
E5	Comm Tm Ch	F

NOTE: Teams I and III were responsible for data collection, augmented as necessary by Team II. Team II developed the evaluation methodology and plans for data reduction. After the data collection effort, the teams were restructured to accomplish the data reduction and write the evaluation report.

Africa services and annual of abilitary, primery, but no him with the kellings and the services and the services are the services and the services are services as the services are services are services as the services are services as the services are services are services as the services are services are

Figure 1.1. Organization of Directorate for Evaluation of Women in the Army.

COMBAT EXCLUSION DEFINITION USED BY TEAM

Women will be excluded from positions which have as their primary function the crewing or operation of direct and indirect fire weapons.

ASSUMPTION STATEMENT

Women can be assigned to any MOS/specialty for which they are qualified and to any position or unit not directly affected by the combat exclusion definition. The combat exclusion definition must be free from ambiguity, as must the standards for MOS/specialty qualification.

1.2.3.2. Variation to Original Criteria. While developing the methodology for the evaluation, the evaluation team recognized that the combat exclusion definition originally established was ambiguous. It became apparent that one of the recommendations resulting from the evaluation would be a new combat exclusion definition. In order to objectively determine which units and MOS/specialties should be closed to females, the following clarifying consideration was added to the original combat exclusion definition. The recommended variation was presented to the steering committee at the 5 December 1977 in-process review and was approved for use in the evaluation.

Can the weaponry of a unit only be fired in a non-line-of-sight (mechanically aimed) indirect mode?

If yes, unit is open to women.

◆1.2.4. Evaluation Issues.

1.2.4.1. Original Issues. The specific issues originally identified for consideration in the evaluation are listed in Figure 1.2.

MAJOR ISSUE	SUBAREAS OF CONCERN
Physical	Size-Strength-Endurance/Stamina- Coordination-Reaction to Extreme Environ- ments.
Physiological	Pregnancy/Lost Time- Hygiene/Menses-Birth Control- Stress.
Mental	Emotionality-Motivation-Self-Image- Aggressiveness.
Social/Organizational	Female Leadership Capability- Parenthood-Group Work-Utilization-Fraterniza- tion-Training and Education-Management Tools.

Figure 1.2. Original Issues

1.2.4.2. <u>Issues Evaluated</u>. In developing the evaluation methodology and analyzing the data, the issues were rearranged as indicated in Figure 1.3. Several new issues were added based on new concerns that surfaced.

MAJOR ISSUE	SUBAREAS OF CONCERN
Physical	Size-Strength-Grip-Arm and Leg Length-Endurance-Coordination.
Medical	Pregnancy/Lost Time-Menses- Hygiene-Birth Control-Profiles- Stress.
Psychological	Emotionality-Aggressiveness- Toughness-Mechanical Ability-Confidence- Self-Image.
Social/Organizational	Fraternization-Female Leadership Capability-*Male Leadership Capability-Motivation-*Intra- service Marriage.
Management	Facilities-Clothing and Equip- ment-Uti. ation-Training and Educa- tion-Sole rarents-Recruiting-Promo- tions-*Female Warrant Officers-*Limits on Female Content in Units.
Reserve Components	Reserve Unique Areas.

NOTE: Subareas with an asterisk(*) are significant concerns that surfaced during the evaluation.

Figure 1.3. Arrangement of Issues for Evaluation

POR NO CETTA INC. WELL NO SETTAGE SEE COMMENT OF NO SOUND CHARGE SEE LAND CONTRACTOR OF SECTION OF SECTION

the state of the control of the state of the

covidence of the sure of

LEU NORKHOU L

SHOUT ACCOMMODIST

★1.3. OBJECTIVES.

◆1.3.1. Original Objectives. Four objectives were established by the initial DA tasking letter (Figure 1.4).

ORIGINAL OBJECTIVES

- Analyze all MOS (specialty for officers), excluding infantry, armor, and cavalry, currently closed to women and determine if they should be opened to women.
- Analyze Category I units to identify those which could or should be open to women. Establish appropriate limits on female content by MOS (specialty for officers), grade and unit.
- Reanalyze Category II and III units and establish appropriate limits on female content by MOS (specialty for officers), grade and unit.
- Reanalyze TDA units and establish appropriate limits on female content by MOS (specialty for officers), grade and unit.

Figure 1.4. Original Objectives - DA Tasking Directive

◆1.3.2. Changes to Objectives. At the 5 December 1977 in-process review, the Administration Center identified problem areas and recommended changes to the original objectives.

PROBLEM

-Evaluation team unable to develop a methodology for placing percentage limits on TOE/TDA units by MOS and grade based on any known criteria, to include collective tasks.

RECOMMENDATIONS

- -Cease work on Objectives 3 and 4 as being unrealistic and with no legal basis for applying these kinds of judgments.
- -Pursue revised objectives.

◆1.3.3. Revised Objectives. The steering committee concurred in the above recommendations and approved the revised objectives (Figure 1.5) which were pursued during the evaluation.

REVISED OBJECTIVES

- Analyze all MOS (specialties for officers), excluding infantry, armor and cavalry, currently closed to women and determine if they should be open to women.
- Analyze Category I units to identity those which could or should be open to women.
- Analyze and apply force management procedures to determine the total number of interchangeable positions that could be filled by women. Calculate the maximum female content of each MOS as a result.
- 4. Analyze all other factors that impact on the utilization of women in the Army and formulate appropriate recommendations.

Figure 1.5. Revised Evaluation Objectives

- ★1.4. SCOPE AND TACTICAL CONTEXT.
- ◆1.4.1. Scope. The evaluation was designed to accomplish a comprehensive review of the entire subject of Women in the Army (Figure 1.6).

SCOPE OF PROJECT

Examine all studies, past and ongoing policies, procedures and issues, both real and perceived.

Examine MOS, mission statements and functions of units in light of the combat exclusion definition.

Administer questionnaires, conduct interviews and observe job performance in Army units worldwide.

Figure 1.6. Scope of Evaluation of Women in the Army

- ◆1.4.2. <u>Tactical Context</u>. Tactical considerations were accomplished as indicated below:
 - QUESTIONNAIRES Respondents assessed perceptions of female capabilities under conditions of both peace and war.
 - INTERVIEWS Interviewees assessed perceptions of female capabilities under conditions of both peace and war.
 - FEMALE ASSIGNMENT LIMITS Recommended limits were established after considering casualty assessments based on a European scenario.
 - ASSESSMENT OF INDIVIDUAL ISSUES The impact of each issue was considered under conditions of both peace and war.

★1.5. EVALUATION DESCRIPTION.

- ◆1.5.1. <u>Literature Search</u>. Simultaneous with administering questionnaires and accomplishing individual interviews in Army units worldwide, a comprehensive literature search was conducted. Published documents applicable to the utilization of women under a variety of circumstances were reviewed and analyzed by team members. Available information from these sources was considered along with data gathered by the EWITA team.
- ◆1.5.2. Survey Questionnaires. A total of 7751 soldiers responded to the survey questionnaire that was administered as a part of the evaluation. Of this number, 7384 were completed by soldiers in the 59 MOS/specialties that were of primary concern in the evaluation. The questionnaire data provided an insight into the attitudes and perceptions of the soldiers in the 59 MOS/specialties concerning the acceptability and capability of women to perform in these MOS/specialties. The 59 MOS/specialties selected for detailed evaluation were those (less infantry, armor, and armored cavalry) closed to females when the evaluation began, plus nine others which were identified as posing known problems for women. Questionnaires were administered with the intent of achieving a 95% level of confidence that the responses from the soldiers in each MOS/specialty were typical of the attitudes and perceptions of all personnel in that MOS/specialty.

1.5.2.1. Enlisted Personnel. Questionnaires were received from 6054 enlisted personnel in 29 MOS (Table 1.1).

MOS	POSITION TITLE	SURVEY POPULATION	NUMBER RESPONDENTS
12B	Combat Engineer	10327	358
12C	Bridge Specialist	1639	227
12E	Atomic Demolition Specialist	629	94
122	Combat Engineer Senior Sergeant	557	44
13B	Cannon Crewman	19084	559
13E	Cannon Fire Direction Specialist	4378	250
13W	FA Target Senior Sergeant	4378	28
13Y	Cannon/Missile Senior Sergeant	587	140
13Z	Field Artillery Cannon Sr Sergeant	160	57
15B	SERGEANT Missile Crewman	19	17
150	LANCE Missile Crewman	1393	204
15E	PERSHING Missile Crewman	1233	121
15F	HONEST JOHN Rocket Crewman	311	68
150	LANCE/HONEST JOHN Opns/Fire		
	Direction Spec	214	33
16B	HERCULES Missile Crewman	1445	142
16C	HERCULES Fire Control Crewman	780	84
16D	HAWK Missile Crewman	1925	308
16E	HAWK Fire Control Crewman	1226	211
16P	ADA Short Range Missile Crewman	4634	288
16R	ADA Short Range Gunnery Crewman	2849	230
17K	Ground Surveillance Radar Crewman	1855	216
31M	Multichannel Communications Equip	1033	210
•	Opr	5565	258
36C	Telephone Installer & Lineman	4412	338
45K	Tank Turret Repairman	845	154
55B	Ammunition Specialist	1992	249
63B	Wheel Vehicle Mechanic	10677	352
67N	Utility Helicopter Repairer	3608	352
76Y	Unit/Organization Supplyman	17099	366
82C	Field Artillery Surveyer	2602	306
020	rield Artiflery Surveyer	2002	300
	TOTALS	106423	6054

Table 1.1. Summary of Questionnaires Administered by Enlisted MOS

1.5.2.2. Officers. Questionnaires were received from 1016 officers in 13 specialties (lable 1.2).

SPECIALTY	POSITION TITLE	SURVEY POPULATION	NUMBER RESPONDENTS
13A	Cannon Field Artillery Officer	2117	309
13B	Light Missile Field Artillery Officer	104	
13C	Heavy Missile Field Artillery Officer	114	66
130	Field Artillery Target Acquisi- tion Off	74	
14A	ADA Officer, General	434	
14B	SHORAD Officer	276)
14C	NIKE HERCULES Missile ADA Off	147	
14D	HAWK Missile ADA Officer	159	198
14E	SAFEGUARD Ballistic Missile ADA Off	,	
14F	Guided Missile Systems Off	29	
146	ADA Command & Control Officer	12	1
15A	Aviation Officer, General	1823	293
25A	Combat Signal Officer	955	150
	TOTALS	6251	1016

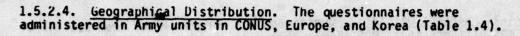
Table 1.2. Summary of Questionnaires Administered by Officer Specialty

1.5.2.3. Warrant Officers. Questionnaires were received from 314 warrant officers in 17 MOS (Table 1.3).

MUS	POSITION TITLE	SURVEY POPULATION	NUMBER RESPONDENTS
100E	Pilot, AH-1G (Cobra)	512	
1006	Pilot, OH-58 (Kiowa)	357	206
100Z	Pilot, Non-standard Aircraft	14	11800
201A	Meteorology Technician	11	1.34 (1.47 (1.75)
211A	Field Artillery Radar Tech	36	-)
214E 241F	Field Artillery Msl Sys Tech PERSHING	35	32
214G	Field Arty Msl Sys Repair Tech, PERSHING Field Artillery Msl Sys Tech	8	32703
221B	LANCE	3	
222B	Ms1 Assembly Tech, NIKE	19	and the second
223C	AD Msl Fire Control Tech, NIKE	26	
2230	AD Ms1 Sys Tech, HAWK	17	Contract to the
2230	AD Ms1 Sys Tech, Improved HAWK	73	
2248	CHAPARRAL/VULCAN Sys Tech		and the second
251B	AD Ms1 Sys Repair Tech, NIKE	35 9	76
251C	AD Ms1 Sys Repair Tech, HAWK	m grani 5 industry 0.40	and the street of the state of
251D	AD Ms1 Sys Repair Tech,	.neuk lant/maned	
	Improved HAWK	19	1
361A	Fire Distribution Sys Repair Tech	11	grand and the
3 400	TOTALS	1190	314

Table 1.3. Summary of Questionnaires Administered by Warrant Officer MOS.

into appropriate the contract of the contract



	RESPO	RESPONDENTS BY GRADE			ALS
GEOGRAPHICAL AREA	ENLISTED	WARRANT	OFFICER	NUMBER	PERCENT
CONUS (includes Hawaii & Alaska)	5600	238	949	6796	92%
Europe	431	62	47	540	7%
Korea	19	9	19	47	1%
TOTALS	6059	309	1015	7383*	100%

NOTE: Total number indicated with asterisk (*) is one less than total number of questionnaires administered due to missing grade information on one questionnaire.

Table 1.4. Background Summary of Questionnaire Responsts by Geographical Area.

◆1.5.3. <u>Interviews with Unit Personnel</u>. In addition to the questionnaires, a total of 1421 interviews were conducted in Army units worldwide. Interviews were conducted one on one by personnel assigned to the evaluation team.

INTERVIEW PURPOSE

To assess the perceptions and attitudes of unit leaders concerning the assignment of female soldiers to specific units.

1.5.3.1. Interviews were conducted with preselected supervisory personnel in randomly selected units within Army commands worldwide (Table 1.5).

			IUMBER	OF PERSO	NNEL INTER	VIEWED	
UNIT	BN CDR	CO CDR	PLAT LDR	FIRST SGT	PLAT SGT/ SEC SGT	SR FEMALE	OTHER OFF/NCO
ARMY/CORPS		2	-	3	2	2	2
DIVISION	10 th	4	3	3	8	1	4
BRIGADE	421	16	13	10	24 *	3	34
DISCOM	2.5	7	11	8	12	5	10
BATTAL ION	67	167	237	182	311	28	165
DETACHMENT	3	9	10	8	22	8	13
TOTALS	70	205	274	214	379	46	228

NOTE: The total number of personnel interviewed was 1421. Due to missing or incomplete data on 5 interview forms, the above totals equal 1416. Detachment includes responses from both TOE detachments and all TDA units.

warvel or factoring built our orlander out to elect w

dations.

Table 1.5. Summary of Personnel Interviewed.

THE THE PARTY OF T

1.5.3.2. Personnel interviewed were assigned to Army units in CONUS, Europe, Korea, and Panama (Table 1.6).

	RESPO	NDENTS BY	GRADE	T01	ALS
GEOGRAPHICAL AREA	ENLISTED	WARRANT	OFFICER	NUMBER	PERCENT
CONUS (includes Hawaii & Alaska)	419*	9*	351*	781	55%
Europe	248	7	175	430	30%
Korea	73**	2**	49**	125	9%
Panama	53	4	28	85	6%
TOTALS	793***	22***	603***	1421	100%

NOTE: Items with asterisk (*, ** and ***) do not total 781, 125 and 1421 respectively due to missing grade information on three interview forms.

Table 1.6. Background Summary of Personnel Interviewed.

- ♦1.5.4. Other Information Sources. In addition to the literature search, questionnaires, and interviews, the following sources were significant to the evaluation:
 - Professional judgment of panel of experts on physical capabilities (Appendix D).
 - Senior officer leadership seminar to address significant issues pertaining to women in the Army.
 - Panels of MNS/specialty qualified personnel to review and comment on MOS/specialty and unit closure recommendations.

- ◆1.5.5. Determination of MOS/Specialties to be Closed. In order to determine MOS/specialties to be closed to women a GO-NO GO matrix (Figure 1.7) was developed. Five basic sources of information were identified as containing key factors relevant to performance. Requirements identified from each of these sources were evaluated against four specific discriminating factors. This was the basic approach used to complete the matrix.
 - Detailed evaluation by evaluation team members and outside consultants.
 - Each applicable matrix intersection graded GO or NO GO.
 - Any NO GO was analyzed further to substantiate.

The completed matrix documented both objective and subjective bases for opening or closing an MOS/specialty to women.

	as I		DISCRIMINA	TING FACTORS	0
	URCE OF MOS QUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO/ * NO GO	GO/ * NO GO	GO/ NO GO	
2.	CRITICAL TASK	GO/ * NO GO			MO GO
3.	PHYSICAL REQUIREMENTS	NA/ NO GO		GO/ NO GO	
4.	FIELD SURVEY OPINIONS			GO/ NO GO	60/`.
5.	OTHER SOURCES	GO/ NO GO	GO/		MO GO

NOTE: The determination of entries in the blocks with an asterisk (*) was based on data contained in the source document. The determination of the entries in the other blocks was made based on a comprehensive analysis of data available, coupled with the professional judgment of the evaluation team.

Figure 1.7. Methodology Matrix to Determine MOS/Specialty Open to Women.

◆1.5.6. <u>Determination of Category I Units to be Closed</u>. Unce the MOS/specialties opened or closed to women were determined, the assessment was made concerning the opening or closing of Category I units. The procedure used for this analysis is reflected in Figure 1.8.

SHOULD UNIT BE OPEN OR CLOSED?

- 1. Define unit as company, battery or troop.
- 2. Identify Category I TOE units.
- 3. Are there open MOS/specialties in unit?

NO - UNIT CLOSED
YES - UNIT ANALYZED FURTHER

4. Evaluate unit mission and capabilities against the combat exclusion definition.

IF CONFLICT - UNIT CLOSED
IF NO CONFLICT - UNIT OPEN

Figure 1.8. Methodology for Determining Category I Units Open to Women.

◆1.5.7. Determination of Maximum Female Content.

1.5.7.1. Maximum Female Content by MOS. After determining units to be closed, the maximum number of male/female interchangeable positions were calculated. These maximum figures were then reduced in view of career progression and overseas rotation considerations for those male soldiers who must fill MOS/specialties within the closed units (Figure 1.9).

The transport of the courted of a correct to the construction of the color of the construction of the cons

1. IDENTIFY: Total MUS authorized positions by grade for each open MUS/specialty.

 SUBTRACT: Number of open MOS/specialty positions by grade in closed units.

3. RESULT: Maximum interchangeable positions.

4. CONSIDER: Positions reserved to insure male career progression and overseas rotation requirements by grade.

5. RESULT: Maximum number of positions open to women by MOS/specialty.

Figure 1.9. Methodology for Determining Maximum Number of Positions Open to Women by MOS/Specialty.

1.5.7.2. Combat Losses and Other Considerations. The methodology in Figure 1.9 resulted in the maximum number of positions open to women by MOS/specialty. Reduction factors were then applied to provide for reclassification requirements due to combat losses (based on a European scenario). This latter reduction resulted in the theoretical maximum number of women that could be in the Army. Other factors and known constraints were then considered as the basis for arriving at the number of females that should be in the Army.

◆1.5.8. Issues of Significance to the Army. In addition to the areas discussed above, the evaluation team examined in detail a number of specific issues that were known or perceived to be problems associated with women in the Army. In the course of the evaluation, it became apparent that some of the issues were legitimate problems or constraining factors applicable to women in the Army, such as pregnancy and clothing and equipment. Others were problems equally applicable to both male and female service members, such as the sole parent and fraternization issues. The remaining issues were grouped into three categories for examination: those of concern and long range interest to the Army; those of no real concern and that should not be considered in the future, and those unique to the Reserve forces.

AT THE CARGERIAN OF THE OFFICE OF THE CONTROL OF A CAREER OF THE CAREER OF THE CAREER

- ★1.6. **MOJOR FINDINGS AND RECOMMENDATIONS BY EVALUATION OBJECTIVE.**
- ♦1.6.1. Analysis of MOS/Specialties.

1.6.1.1. Findings:

- a. Combat exclusion and career progression considerations should be overriding factors in determining MOS/specialties closed to women.
- 1. Based primarily on the combat exclusion policy, but supported by other factors, 20 enlisted MOS, 1 warrant officer MOS, and 4 officer specialties were closed to women by EWITA analysis.
- 2. Based on career progression considerations, 17 enlisted MOS, 1 warrant officer MOS, and 4 officer specialties were closed to women by EWITA analysis.
- b. There is clear evidence that certain physical capabilities of men are greater than those of women.
- The current lack of established performance standards, unvalidated critical tasks, and the absence of a system for measuring potential against the standards, precludes reliable determination of the physical capabilities soldiers of either sex must possess to do the job.
- 2. Based on experience and documented evidence, female incumbents in certain MOS cannot perform all of the physically demanding tasks. There are 14 MOS recently opened to women with physically demanding tasks and a resulting high probability that the average woman will not succeed in the job. The Army cannot be assured of accomplishing the ground combat mission if women are randomly accessed into positions with physically demanding tasks exceeding their capabilities.
- c. The elements that make up the various Army weapons systems are not well defined. It is difficult to determine where the crewing or operating of a weapon system ends and the crewing or operating of a related or supporting system begins.

1.6.1.2. Recommendations:

a. That the MOS/specialties listed at Figure 1.10, which were closed at the beginning of the evaluation, be opened to women. Based on EWITA analysis, there is no basis for closing these MOS/specialties.

MOS/ SSI MOS/SSI TITLE	MOS MOS TITLE
Officer.	Warrant Officer
14A AD Off, General	201A Metereology Tech
14C Nike Hercules Msl AD Off	211A Tgt Acq Radar Tech
14D Hawk Msl AD Off	214E Ms1 Sys Tech, Pershing
14E Safeguard Bal Msl, AD Off	214G Ms1 Sys Tech, Lance
14F Guided Msl Sys Off	221B Ms1 Sys Tech, Nike
14G AD Cmd & Con Off	222B Ms1 Fire Con Tech, Nike
	223B Ms1 Sys Tech, Improved Hawk
Enlisted	CILLIE TO
82C FA Surveyor	12.8 (30 to 30 to
13W FA Tgt Acq Sr SGT	L/Br Adm Sports TLLZ Lot Judy Spr Ser
13Z FA Sr SGT	Parkers State MIP

Figure 1.10. Recommended Opening of Closed MOS/Specialties.

Figure 1.11. MCS/Spicratty Closed by Combat Exclusion Definition.

Cangons shade AT block mak stat AN canada wan shade

2. page 2. 200 NG 200 NG

MITTER SORESTY SPEC

case and Themself

45位伊州中市。1

SIN

result of the

b. That using combat exclusion as the overriding factor and supported by other considerations as indicated, the MOS/specialties listed at Figure 1.11 be closed to women.

MOS/ SSI	MOS TITLE	CAREER		WALL TITLE TALES TO MAKE	
33 17 3 25 7 66 2		PROGRESSION	PHYSICAL CAPA- BILITIES	ATTITUDES/ PERCEPTIONS	STATUS
	OFFICER			A Joseph March 1	1
13A 14B 21A 21B	Cannon FA Off SHORAD Off Cbt Engr Off Constr Engr Off	1.10	A .len (#6	ballogatus.	Closed Closed Closed Open
1,00	WARRANT OFFICER		e promine	3 6 0393 NA 6	
100E	Atk Hel Pilot				Closed
	ENLISTED		58331	a ·	
12B	Cbt Engr	x	X	x	Closed
12C	Bridge Crewman	X	X	X	Closed
12E	Adm Špec	X X X	X	X	Closed
12Z	Cbt Engr Sr Sgt	X			Closed
13B	Cannon Crewman		X X	X	Closed
13E	Cannon FD/FS Spec		X	X	Closed
13F	Fire Spt Spec				Closed
16F	Lt AD Crewman (RC)			Super Street Street	Closed
16P	AD Short Rng Ms1				
	Crewman	X		X	Closed
16R	AD Short Rng Gun				
	Crewman		X	X	Closed
17B	FA Radar Crewman		X		0pen
17C	FA Tgt Acq Spec		X		Open
17K	Grd Surv Radar			1000	
51B	Crewman		X	X	Closed
51C	Carpenter	X	X		Open
NOT THE TAX DESCRIPTION OF THE PARTY OF THE	Structures Spec Constr Foreman		*		Open
	Water Supply Spec	X			Open
51R	Electrician		X		Open
54C	Smoke/Flame Spec				Open
	(RC)				Open
UOB	Diver		X		Open

Figure 1.11. MOS/Specialty Closed by Combat Exclusion Definition.

c. That using career progression as the overriding factor and supported by other considerations as indicated, the MOS/specialties at Figure 1.12 be closed to women.

		SUPPORTING BAS	IS FOR CLOSING	
MOS/ SSI	MOS TITLE	PHYSICAL CAPABILITY	ATTITUDES/ PERCEPTIONS	CURRENT STATUS
	OFFICER	1-1-1-1		
13B	Lt Ms1 FA Off			Open
13C	Hvy Ms1 FA Off		743 - 144 - 174 AVE - 4	0pen
130	FA Tgt Acq Off			Open
13E	FA Off, Gen	H 2 (2 40 2) 11	A series aveloans	0pen
	WARRANT OFFICER		conservation for the conservation of the conse	1 (8)
224B	Chap/Vul Sys Tech		en de l'Experience man 7 m X 27 - 12 le	Closed
	ENLISTED	3 - 001	PARTITION D	
13Y	Cannon/Ms1 Sr Sgt		x	Open
15F	Honest John Crewman		X	Open
17M	Unattnd Gnd Sensor Sp			Open
24M	Vul/FAAR Sys Mech	and the second second		Open
24N	Chapparal Sys Mech		FOR THE LET	Open
45R	Ms1 Tk Turret Mech			0pen
51A 51D	Constr Util Worker	10.3 355 SQTS 155	ide a pade tak	Open Open
51G	Mason Soils Analyst	TALL STORY AND THE STORY	grade (upp. DITS)	Open Open
51K	Plumber	Comprehensive	er in Arrettus (1.0	Open Open
62D	Asphalt Equip Op			Open
62E	Crawler Tractor Op	X		Open -
62G	Quarryman	X Transfer		Open
62H	Conc Paving Equip Op	X	The solutions of the	Open
62J	Gen Constr Mach Op	X		Open
62K	Grader Op			Open
62L	Wheeled Tractor Op		AFRICA VENTOS NE	Open :

Figure 1.12. MOS/Specialty Closed for Career Progression.

d. That using physical capabilities of women as the primary factor and supported by attitudes and perceptions as indicated, the MOS/specialties listed at Figure 1.13 be closed to further input pending validation of physical job requirements and development of testing capability at time of enlistment.

MOS	MOS TITLE	SUPPORTED BY ATTITUDES/PERCEPTIONS	CURRENT
	ENLISTED	· ·	SIATUS
	ERCISTED		
150	Lance Ms1-Crewman	X to At 100 to	Open
15E	Pershing Ms1 Crewman	X A T T T T T T T T T T T T T T T T T T	Open
150	Lance Opns/FD Spec	11 1 10 00A 20T A	Open
16B	Hercules Msl Crewman	X 850 110 4	Open
	Hercules Fire Con Crewman		Open
160	Hawk Ms1 Crewman	RAPIANT SETANCES	Open
16E	Hawk Fire Con Crewman	X	0pen
21G		ti doot aya torak	Open
3TM	Multi-Chan Comm Equip Op	X	Open
360	Tel Installer-Lineman	XETTELER	Open
51M	Firefighter	X	0pen
55B	Ammo Spec	Land Company	Open
67N 93F	Util Hel Repairer	The property series and the series	0pen
331	FA Met Crewman	I to a service and a trial	Open

Figure 1.13. MOS/Specialty Closed for Physical Capabilities.

- e. That when a gender free system for measuring potential is developed and implemented, MOS/specialties closed to women due to physical capability considerations be opened to personnel who qualify.
- f. That a coordinated effort be initiated by the proponents of MOS/specialties in HQDA, TRADOC, and FORSCOM to establish and validate performance standards for all MOS/specialties.
- g. That a more precise description of what constitutes crewing or operating a weapon system be developed for current and future application of the combat exclusion definition.
- h. That officer specialties 13B and 13C be opened to women as field artillery officer management is able to insure officer career progression is possible up either or both of those two separate tracks, missile field artillery and cannon field artillery.

◆1.6.2. Analysis of Category I Units. (The criteria for the analysis was the combat exclusion definition applied against the mission and capabilities statements, basic weaponry, and the employment doctrine of company level units.)

1.6.2.1. Findings.

- a. The combat exclusion definition applied against the normal battlefield deployment of TOE units provides a valid basis for closing units to women. As doctrine changes new judgments must be made.
- b. The doctrine pertaining to the deployment of the Personnel Administration Center (PAC) in maneuver battalions is not yet approved. Until it is, analysis cannot be made concerning the opening or closing of these elements to women.
- c. The Category I, II, and III designations for TOE units have no consistent, supportable foundations as a basis for assignment criteria.
- 1.6.2.2. Recommendations. (Although the evaluation included an analysis of all Category I units, recommendations only address conflicts between analysis results and the units opened by the 20 December 1977 combat exclusion definition.)
- a. That the Category I units listed at Figure 1.14, that were continued closed by DA 20 Dec 77, decision be opened. Analysis disclosed no conflict between the mission of these units and the combat exclusion definition, battlefield deployment considerations, nor established doctrine.
- b. That the Category I units listed in Figure 1.15 that were opened to women by DA 20 Dec 77 decision be closed for the reasons indicated.
- c. That when the doctrine is approved for the battlefield location of maneuver battalion PAC's, the headquarters companies and troops of these units be recvaluated to determine if PAC positions should be open to women, and thus open the unit.
- d. That the Army discontinue the use of Category I, II and III designations as a basis for assignment considerations.

TOE TITLE	TOE TITLE
*HHB SVC 105 TOW SEP LIGHT INF BDE	SVC BTRY 155 TOW
*HHB 105 TOW INF DIV	*HHB 175 SP
SVC BTRY 105 TOW INF DIV/SEP	SVC BTRY 175 SP
*HHB 155 TOW/8 IN SP INF DIV	*HHB 8 IN SP
SVC BTRY 155 TOW/8 IN SP INF DIV	SVC BTRY 8 IN SP
*HHB 1U5 TOW SEP INF BDE	*HHB 155 SP
*HHB SVC 1U5 TOW ABN DIV	SVC BTRY 155 SP
seed karry 201 for ambrahesiah 111	*HHB SVC 105 TOW AMBL DIV
*HHB 155 SP AR/INF/MECH DIV	*HHB 155 TOW AMBL DIV
SVC BTRY 155 SP AR/INF MECH DIV & SEP AR/INF MECH BDE	SVC BTRY 155 TOW AMBL DIV
*HHB 155 SP SEP AR/INF MECH BDE	HHC ATK HEL BN
*HHB 8 IN SP AR/IN MECH DIV	HHC ATK HEL BN AIR CAV CBT BDE
SVC BTRY 8 IN SP AR/IN MECH DIV	HHB ADA AUTO WPN BN SP (RC)
*HHB 105 TOW	**HHB C/V SP AR/INF/INF MECH DIV
SVC BTRY 105 TOW	**HHB VULCAN TOW ABN DIV
*HHB 155 TOW	**HHB VULCAN TOW AMBL DIV
	**HHB CHAPARRAL SP/VULCAN TOW

NOTE: Units preceded by an asterisk are recommended to be opened except for the radar and survey seconds (*) and FAAR platoon (**).

Figure 1.14. Recommended Opening of Category I Units (closed by DA 20 Dec 77).

All Land And Advanced			R CLOSING	UNIT	
er Francisco de la contrata del contrata de la contrata del contrata de la contrata del contrata de la contrata de la contrata de la contrata del contrata de la contrata del la contrata del contrata del la contrat	NO	TOE STA			
TOE TITLE	OPE N MOS	MISSION	CAPA- BILITIES	LINE OF SIGHT WEAPONRY	
CHEMICAL MECH FLAME CO			X	X	
ENGR ASLT BRIDGE CO MOBILE			X	X	
ENGR ASLT BRIDGE CO RIBBON		2100111000	3 - X - 3	X	
ENGR BRIDGE TM	X	91,393.381 AL	ELATON VI		
FA SEARCH LIGHT BTRY				X	
ASLT HEL CO ASLT HEL BN ABN DIV		x	X		
ASLT HEL CO SEP		x	X		
ASLT HEL CO CMBT AVN BN ABN/INF DIV			X (34)	931796-1 7 JANUA	
HHT AR CAV REG		tlefield oyment Do	Location - ctrine)		

Figure 1.15. Recommended Closing of Category I Units (opened by DA 20 Dec 77).

♦ 1.6.3. Force Management Considerations. Inherent in the evaluation tasking was the requirement to identify the number of positions that could be filled by MOS/specialty qualified women and recommend to the Army maximum female content by TOE.

1.6.3.1. Findings.

a. The theoretical maximum number of positions that could be filled by women considering the current force structure is reflected in Table 1.7.

of the state as sure than a timedretical and their entrants as as as a series of

The second secon	NUMBER OF POSITIONS			
TYPE PUSITION	OFFICERS	WARRANT OFFICERS	ENLISTED	
FURCE STRUCTURE (Mi nus)	73,700	12,600	589,200	
CLOSED POSITIONS (Equals)	19,600	3,100	261,700	
INTERCHANGEABLE POSITIONS (Minus)	54,100	9,500	327,500	
PROMOTION/ROTATION DECREMENT (Equals)	5,700	900	47,700	
OPEN POSITIONS (Minus)	48,400	8,600	279,800	
CASUALTY RECLASS RUMTS (Equals)	U	o o	120,100	
THEORETICAL MAXIMUM FEMALE CONTENT	48,400	8,600	159,700	

TABLE 1.7. Theoretical Maximum Female Content Considering Current Force Structure.

- b. Significant management problems are associated with reaching a total of 159,700 women by 1983, such as housing, clothing and equipment, pregnancy, forcing males out of currently held MOS, and other job equity considerations.
- c. The female content in 100 of the 585 open MOS (established by EWITA analysis) is limited by career progression and/or rotation considerations.
- d. In 117 of the 585 open MOS (established by EWITA analysis) the positions are 100% interchangeable. In order to reach a 159,700 female enlisted force, the 117 MOS would have to be closed to men and the male incumbents reclassified. In addition, the male content of the remaining open MOS would have to be closely managed. Considering this and other known constraints, the ceiling of 159,700 should not be interpreted as more than a theoretical and thus unrealistic maximum.

- e. The estimate of the number of qualified females available to the Army ranges from approximately 18,000 to 22,000 per year. Accession of more than 20,000 women annually in the next five years would require a reevaluation of enlistment standards for women and increase the probability of having to lower accession standards. Based on the assumption that current female entrance standards will be maintained, the projected female end strength by 1983 would not exceed 75,000.
- f. Based on FY 74-77 data, the attrition rate for females that are not high school graduates ranges from 55% to 70%. This is substantially higher than the 40% to 50% attrition rate for males that are not high school graduates.
- g. Officer accessions are based solely on end strength requirements for officers within the combat arms, combat support and combat service support branches. The current system of accessing officers is geared to meet these requirements on an equal basis from the three sources of officer input-USMA, ROTC, and OCS. Recruitment for officers within the medical specialties is based on requirements within each specialty regardless of gender.
- h. The current system permits additional emphasis to be placed on procurement of women into the different officer programs as necessary. The system precludes a significant and sudden increase in the number of female officers.
- i. There currently is a limited number of female warrant officers and the number is not likely to appreciably increase in the next two to three years. For the increase to occur there must first be an increase in the number of women in the senior noncommissioned officer ranks that feed the warrant officer MOS.
- j. In view of available data, there is no need to place limits on number of women assigned to Army units.

1.6.3.2. Recommendations.

- a. That female entrance standards not be lowered.
- b. That personnel managers concentrate on an equitable distribution of those women in the Army, rather than on the establishment of limits.

- c. That the new accession quota system be used only to control the maximum female content by MOS and to fence only those positions that must be filled by men.
 - d. That the current system for accessing officers continue.
- e. That the Army not force feed women into the warrant officer ranks. Appoint personnel on a gender free basis as technical qualifications are met.
- f. That the Army test the hypothesis that supply and demand will eliminate the requirement for placing limits on the female content of units.
- g. That the Army not exceed 75,000 enlisted women by FY 1983 (Table 1.8).
- h. That impact of the Army's female enlisted force be reevaluated upon reaching 80,000.

hard to a blacement least from 217	FEMALE POSITIONS		
CATEGORY	NUMBER	PERCENT	
THEORETICAL MAXIMUM NUMBER	159,700	27%	
REASONABLE LIMIT	80,000	14%	
ACHIEVABLE (RECOMMENDED)	75,000	13%	

TABLE 1.8. Recommended Enlisted Female Content of Force Structure (FY 83).

◆1.6.4. Issues Significant to Women in the Army.

Four issues considered in the evaluation emerged as having critically significant impact on the accession and integration of women; i.e., pregnancy, physical capabilities, overseas housing, and field uniforms and equipment.

1.6.4.1. Pregnancy. There as to as your many and the second of the

a. Findings.

- 1. The issue of pregnancy is perceived by the Army in the field as the greatest impediment to the full integration of women in the Army.
- 2. The average lost time for a pregnant woman carrying to full term is 21 weeks, compared to the 10 weeks considered "normal" by the Army.
- 3. During FY 76, 12 percent of the total number of enlisted women on active duty became pregnant. In FY 77 the percentage was 15. In FY 77, 39 percent of the pregnant women carried to full term, an increase of 6 percent over FY 76.
- 4. Because of this issue, commanders face problems associated with operational readiness, deployability of unit members, field training and morale. They must decide on an individual basis how to meet these commitments with pregnant women assigned.
- 5. In general, unit leaders do not cope well with the entire pregnancy issue. In many cases the women do not pull their share of extra duty, are exempted from field duty, draw full pay and allowances without earning them, and are not required to maintain minimum dress standards. Morale of other soldiers is lowered by the real or perceived inequitable treatment.
- 6. Based on available information, the current policy of the Army concerning pregnancy cases is not cost effective.

b. Recommendations.

- 1. That the following policy regarding pregnant women be implemented.
 - (a) That one of two options be offered:
- (1) Involuntary separation upon determination by competent medical authority that due to pregnancy she is no longer deployable.
- (2) Absence without pay (except medical care) upon the same pregnancy determination that she is no longer deployable. The absence without pay will commence upon exhaustion of accrued leave.

- In the event pregnancy terminates prior to the birth of a viable child, or the child does not survive, the service woman no longer falls under the above provisions.
- (a) If she is in an absence without pay status, this will be terminated and she will be returned to duty when physically able, as determined by competent medical authority.
- (b) If not able to return to duty for medical reasons, she will be discharged or retired under applicable regulations.
- 3. If the absence without pay option is selected, before the service member can return to duty she must show evidence that she is physically fit, and that formal child care arrangements (notarized statement by the natural and substitute parent(s)) have been made to permit her assignment or deployment to an area where dependents are not authorized.

1.6.4.2. Physical Capabilities.

a. Findings.

- 1. Women do not have the same job relevant physical capabilities as men and this is perceived as a major problem by personnel Army wide.
- 2. Physical strength capabilities of women can, however, be improved through conditioning.
- 3. It appears that when tests of physical strength have been standardized and physical requirements by MOS firmly established, a gender free system can be implemented. If this is achieved, complaints regarding the MOS qualifications of women will be reduced significantly.
 - b. Recommendations.
 - 1. That DA establish specific strength requirements by MOS.
- 2. That tests be developed and administered at AFEES to determine the strength potential of enlistees prior to actual enlistment.
- 3. That the Army include in MOS training and SQT's tests of physical capabilities to perform the critical tasks of MOS and skill level.

1.6.4.3. Overseas Housing.

a. Findings.

- 1. Much of the current military housing overseas is not adaptable to coed living.
- 2. The substandard, isolated sites manned by air defense units pose particularly critical problems with regard to the integration of women into the organization.

b. Recommendations.

- 1. That the Army provide for a one time allocation of funds to modify or build overseas housing that will provide coed facilities which guarantee necessary privacy to soldiers.
- 2. That the further assignment of women to units with isolated duty sites be suspended until renovation and modification is completed.

1.6.4.4. Field Uniforms and Equipment.

a. Findings.

- 1. Problems associated with field uniforms and equipment for women are in various stages of being solved. Until the issues are resolved, women will find field duty to be more difficult and uncomfortable than it otherwise would be.
- Any sudden increase in the number of women in the Army without sufficient lead time to insure availability of clothing and equipment will create critical clothing shortages.

b. Recommendations.

- 1. That future items of clothing/equipment be designed/engineered for the average soldier without regard to sex when possible.
- 2. That the designs of items currently under development be reviewed and that the issue of new designs to the field be accelerated.

◆1.6.5. Issues Applicable to Both Sexes.

Several of the issues that emerged as significant concerns to the Army in the field are not unique to women. Although these issues have been made more visible by increasing numbers of women in the Army, they are most appropriately addressed as Army problems involving both male and female soldiers.

1.6.5.1. Leadership.

a. Findings.

- 1. Leadership surfaced as a two pronged issue, one was the original concern relating to the ability of women as leaders. The other, surfaced during the evaluation, concerns the ability of men to lead and supervise women.
- The increasing number of women in the Army has posed new problems for male and female officers and noncommissioned officers which are foreign to their personal and professional experience and training.
- Many of the problems associated with leading and managing women can be traced to the current attitudes and perceptions concerning the ability of women to be functional members of the team.

b. Recommendations.

- 1. That the programs of instruction of TRADOC professional development courses contain a segment of instruction on leadership and managerial considerations pertinent to women in the Army to include: discussion of the female physiology; male reaction to women soldiers and leaders; policies concerning assignment opportunities and restrictions; and social relationships between men and women in the Army.
- That human relations instruction give added emphasis to relationships between soldiers of opposite sex.
- That women receive instruction in basic tactics and techniques for living in the field through officer and noncommissioned officer training programs, as well as through unit training programs.

1.6.5.2. Sole Parents.

a. Findings.

- 1. Although there are more men than women sole parents in the Army, a higher percentage of the female soldier population is sole parents.
- The inability of sole parents to pull shift work because of unreliable child care facilities, their questionnable dependability in the event of mobilization and status with regards to deployability are areas of concern to the field.

3. Due to unique problems associated with their particular circumstances, sole parents are perceived as receiving preferential treatment within their units.

b. Recommendations.

That any service member who becomes a sole parent and retains physical custody of a dependent under 18 years of age be offered the following options:

- (a) If sole parent status is attained by death, separation or divorce, the service member:
- (1) Be required to provide evidence that formal child care arrangements (notarized statement by the natural and substitute parent(s)) have been made or given one year in which to make these arrangements, in accordance with Section I or II, AR 614-200.
- (2) Be separated from the service at the end of the year if satisfactory arrangements have not been made.
- (b) If sole parent status is attained through adoption, the service member:
- (1) Be required at the time of adoption to provide evidence of formal child care arrangements (notarized statement by the natural and substitute parent(s)) to prevent delay or deferral in the event of authorized.
- (2) Be separated from the service if satisfactory arrangements have not been made.

1.6.5.3. Fraternization.

a. Findings.

- 1. The traditional definition of fraternization relating to the relationships between officer and enlisted personnel is inadequate in a fully integrated Army. Fraternization now encompasses socialization, dating, courting, and marriage.
- 2. The Army does not have clear guidelines to the field in the area of fraternization.
- 3. Leaders have difficulty controlling fraternization in the interest of good order and discipline while insuring equitable treatment of all personnel.

- b. Recommendations.
- 1. That DA define unacceptable fraternization.
- 2. That workable, legally defensible guidelines be established which can be practically applied at all levels by both the chain of command and individual soldiers.

1.6.5.4. Intra-Service Marriage.

- a. Findings.
- 1. If children are involved, the findings expressed for sole parents apply (paragraph 1.6.5.2.a).
- 2. If the female service member becomes pregnant, the findings expressed for pregnancy apply (paragraph 1.6.4.1.a).
- 3. Indications are that the number of intra-service marriages will increase as the female strength of the Army rises.
 - b. Recommendations.
- 1. That when both members are on active duty and the wife becomes pregnant, she be offered the same two options described for pregnant women (paragraph 1.6.4.1.b. above).
- 2. That if the absence without pay option is selected following birth of the child the couple must either:
- (a) Elect separation of one of the service members. If the wife is to remain on active duty, she must show she is physically fit.
- (b) Or, provide evidence that formal child care arrangements (notarized statement by the natural and substitute parent(s)) have been made, leaving both service members free for assignment or deployment to an area where dependents are not authorized.

1.6.5.5. Utilization.

- a. Findings.
- 1. The problem of utilization of female soldiers does not appear to be appreciably greater than that associated with male soldiers.
- 2. The perceptions and attitudes of the female soldiers based on interview results are that they want to be full participants in competing for and doing the work of the Army in the field.

- D. Recommendations.
- 1. That any future study of utilization be oriented to both sexes.
- 2. That there be no distinction regarding assignment, duty responsibilities, award criteria or performance evaluation based solely on sexual differences between men and women soldiers, except where validated physiological differences between the sexes result in Army policies which prescribe specific adjustments or restrictions. This must not be construed to mean different entrance requirements for a single MOS.

1.6.5.6. Job Descriptions.

- a. Findings.
- 1. Adequate qualification tests for psychological and physical abilities and capabilities do not currently exist.
- 2. Many of the current job descriptions are vague, incomplete and do not specify the individual requirements that must be met in terms of measurable qualities and capacities.
 - b. Recommendations.
- 1. That an appropriately staffed temporary board be established to determine total specifications of job descriptions for each MOS and specialty, to include physical requirements.
- 2. That once the above is accomplished the AR 611 series be updated and revisions be published in a language soldiers can understand.
- 3. That as new jobs and/or equipment systems are created, descriptions be based on a standard and constant set of criteria covering the full range of performance.

♦1.6.6. Other Issues.

Other issues considered in the evaluation were either areas of concern to the field based on questionnaire and interview responses and substantiated by a limited literature search, or were viewed as insignificant relative to the subject of Women in the Army.

data base to facilitate !

1.6.6.1. Findings.

a. <u>Stress, Self-Image, Emotionality and Aggressiveness</u>. These are areas perceived as problems. Questionnaire and interview data support that perception as does a limited literature search.

Contract to the second second

- b. <u>Hygiene/Menses</u>. Male supervisors need a better understanding of the female menstrual cycle and its effects. If properly trained and provided with the necessary supplies and equipment peculiar to female needs, women should be as capable as men in coping with field sanitation and hygiene problems.
- c. <u>Issues of Little Concern</u>. The following issues appear to have no significant bearing on the utilization or deployment of women in the Army, nor in their capabilities to meet the requirements of their MOS/specialty:

Coordination Confidence Teamwork

Promotions Mechanical Ability

Foreign Armies' Utilization of Women

1.6.6.2. Recommendations.

- a. That the areas of stress, self-image, emotionality and aggressiveness, plus male reaction to female presence and leadership be subjected to careful study by qualified professionals.
- b. That emphasis be placed on the education of female soldiers in field sanitation and that male leaders be made more aware of female hygiene requirements.
- c. That the Office of the Surgeon General review and evaluate the sanitation/hygiene needs of female soldiers in a field environment.
- d. That the issues of little concern discussed in paragraph 1.6.6.1.c. not be considered germane to the study of women and that the Army sponsor no further studies in this context.
- **\frac{1.7. Recommendations for Follow-on Action.} Based on a full consideration of the entire evaluation and of the perspectives gained, the following recommendations are made:
- ◆1.7.1. That a permanent task force be established at the U.S. Army Administration Center for the purpose of updating and maintaining a data base to facilitate future decisions on the utilization and deployment of women in the Army.
- ◆1.7.2. That as a follow-on to the WITA evaluation, the Administration Center, in behalf of Headquarters, Department of the Army, evaluate the 5-year research, test, studies, and evaluation plans of all DA agencies and provide recommendations based on WITA findings.

orant recommendation of the villamitous regues 4 192 Sara

The state of the s

◆1.7.3. That the revised combat exclusion definition which evolved during the WITA evaluation be considered for use in future analyses of positions and units to be opened or closed to women:

Women will be excluded from units* and positions which have as their primary mission or function crewing or operating direct or indirect fire weapons (other than field artillery and air defense missiles fired in the non line-of-sight mechanically aimed mode).

*For the purpose of the WITA evaluation, unit was defined as a company size or smaller organization.

CHAPTER 2

EVALUATION DETAILS AND RESULTS

2.1. INTRODUCTION.

2.1.1. Purpose. To determine how many women by MOS (specialty for officers) and grade can be assigned without reducing the capability of units in the Army to accomplish the assigned ground combat mission.

2.1.2. Objectives.

- 2.1.2.1. After analyzing the four objectives assigned by the original Department of Army tasking letter, it was concluded that two of the objectives could not be accomplished. The evaluation team was unable to develop a methodology for placing percentage limits on Category II, Category III, and TDA units by MOS and grade.
- 2.1.2.2. At the in-process review on 5 December 1977, the evaluation team recommended that work cease on objectives 3 and 4. In the professional opinion of the team the objectives as stated were unrealistic and there was no legal basis for applying the judgments required. The steering committee accepted the recommendation and approved these revised objectives:

REVISED OBJECTIVES

OBJECTIVE 1. Analyze all MOS (specialties for officers), excluding infantry, armor, and cavalry currently closed to women and determine if they should be open to women.

OBJECTIVE 2. Analyze Category I units to identify those which could or should be open to women.

OBJECTIVE 3. Analyze and apply force management procedures to determine the total number of interchangeable positions that could be filled by women. Calculate the maximum female content of each MOS as a result.

OBJECTIVE 4. Analyze all other factors that impact on the utilization of women in the Army and formulate appropriate recommendations.

matter resons with detering (A) were added during the evaluation.

RESERVE C. Medically - Inchesing Reperte Unione Aceas

2.1.3. Background.

2.1.3.1. Description of Evaluation Concept.

- a. Basic Guidelines. The evaluation was essentially designed to pull together all past and present efforts regarding the utilization of women, determine the validity of current data, identify any unexplored areas, and go out and observe the Army in the field as a prelude to presenting findings, conclusions, and recommendations that might result in decisions to substantially increase the number of women in the Army. The evaluation was not constrained by current policies or procedures.
- b. Establishment of Issues. Based on a detailed review of available literature on women in the Army and in other fields of employment, the expertise and professional judgment of evaluation team members, and recommendations from other members of the Army, a number of issues or areas of concern, as related to the performance of women, were identified. These issues were used as the basis for the assessments made in virtually every area of the evaluation. The issues originally identified were combined with those that surfaced during the evaluation. The categorizations of the issues that emerged were:

PHYSICAL - Including the capabilities and limitations of women in the area of: Size, Strength, Grip, Arm and Leg Length, Endurance, and Coordination.

Valuation Description and Control of the Control of

MEDICAL - Including Pregnancy/Lost Time, Menses Hygiene, Birth Control, Profiles, Stress.

PSYCHOLOGICAL - Including Emotionality, Aggressiveness, Toughness, Mechanical Ability, Confidence, Self-Image.

SOCIAL/ORGANIZATIONAL - Including Fraternization, Female, Leadership Capabilities, *Male Leadership Capabilities, Motivation, *Intraservice Marriage.

MANAGEMENT - Including Facilities, Clothing and Equipment, Utilization, Training and Education, Sole Parents, Recruiting, Promotions, *Female Warrant Officers, *Unit Limits on Female Assignments.

RESERVE COMPONENTS - Including Reserve Unique Areas.

NOTE: Issues with asterisk (*) were added during the evaluation.

c. <u>Combat Exclusion Consideration</u>. In view of the expressed will of Congress that women not be assigned to positions with a direct involvement in the waging of combat, a combat exclusion definition was established to guide the evaluation effort.

COMBAT EXCLUSION DEFINITION

Women will be excluded from positions which have as their primary function the crewing or operation of direct and indirect fire weapons.

1. The following assumption statement was developed for use along with the combat exclusion definition.

ASSUMPTION STATEMENT

Women can be assigned to any MOS/specialty for which they are qualified and to any position or unit not directly affected by the combat exclusion definition. The combat exclusion definition must be free from ambiguity, so must the standards for MOS/specialty qualification.

2. As the evaluation methodology evolved, it became apparent that the combat exclusion definition, as stated, was ambiguous and that if strictly applied automatically precluded the assignment of women to all units with indirect fire weapons. The evaluation team concluded that it was desirable to make a detailed analysis of these type units, thereby, either establishing a firm basis for the exclusion of women or identifying why there should be no such exclusion. The team recognized that based on the intent of Congress, and the apparent will of the nation concerning the use of women in a direct combatant role, their assignment to certain units with indirect fire weapons was inappropriate. Based on these considerations the following qualifying statement was developed for use with the combat exclusion definition for the purposes of the evaluation. The steering committee approved the variation at the in-process review on 5 December 1977.

Can the weaponry of a unit only be fired in a non-line-of-sight (mechanically aimed) indirect mode?

If yes, unit is open to women.

2.1.3.2. Authority for Evaluation. The evaluation was conducted pursuant to Department of the Army letter, DAPE-MPE-CS, dated 10 August 1977, subject: Directive for Evaluation of Women in the Army (EWITA). A copy of the tasking letter is included at Appendix F.

2.2. EXECUTION.

2.2.1. Evaluation Events.

2.2.1.1. <u>Literature Search</u>. A thorough literature search was vital to the evaluation effort. Under normal circumstances such a search would occur as a prelude to the development of survey instruments. Due to the constraints of time, the literature search occurred simultaneously with other evaluation events.

2.2.1.2. Questionnaires.

- a. A questionnaire was developed to assess the attitudes and perceptions of personnel in 59 MOS/specialties (less infantry, armor and armored cavalry) closed to females when the evaluation began, plus 9 others which were identified as posing known problems to women. Questionnaire respondents made their responses based on their judgment as to the capability of women to perform in the given MOS/specialty. This judgment was reflected in responses to some 26 separate questions. The questionnaire responses were used in the detailed evaluation under objective 1 and as appropriate under the issues addressed in objective 4.
- b. A total of 7751 questionnaires were administered in Army units worldwide. Of this number 7384 were directed to personnel in the 59 MOS/specialties of primary concern to the evaluation. The sample size selected for each MOS/specialty was based on an intent to achieve a 95% level of confidence that responses received reflected the attitudes and perceptions of personnel within that MOS/specialty.
- c. Summaries of the background data and responses for each group of respondents by MOS/specialty are included at Annex 4, Appendix A-1. A detailed discussion of the questionnaire is included at Annexes 1, 2 and 3, Appendix B.

2.2.1.3. Interviews.

a. A total of 1421 interviews was conducted with personnel in selected Army units worldwide to gather the attitudes and perceptions of unit leaders concerning to capability of women to perform in their unit. Personnel interviewed were required to respond to essentially the same issues as the questionnaire respondents. The interviews were all accomplished one on one by members of the evaluation team.

b. Personnel interviewed included:

5 - brigade level commanders.

70 - battalion level commanders.

205 - company level commanders.

274 - platoon leaders.

214 - first sergeants.

379 - platoon and section sergeants.

46 - senior females.

228 - other officers and NCO's in various other positions in the units visited.

The interviews included 45 personnel in TDA organizations and 1376 in TOE units. The emphasis during the interview process was to concentrate on soldiers at the company and lower levels as the best sources of information concerning the capabilities of females to perform in that unit.

- c. The information from the interviews was used to support objective 2. The data was also used as appropriate in addressing the specific issues in objective 4.
- d. Summaries of the background data and responses of interviewees are included at Annex 2, Appendix A-2.
- e. A copy of the interview form is included at Annex 1, Appendix C. A discussion of the background and development of the form is at Annex 2. Appendix C.
- 2.2.1.4. Other Significant Evaluation Events. In addition to the literature search, questionnaires, and interviews, there were several other sources and actions that were significant to the outcome of the evaluation. These were:
 - a. Panel on Physical Capabilities and Limitations.
- 1. On 18-19 January 1978, a panel of experts, composed of researchers experienced in the physical work capacities of men and women, convened at the Administration Center. The purpose of the panel was to estimate the percentage of men and women in the population they thought could perform the most demanding critical task of some 112 MOS which were identified as requiring physical performance above the baseline, with baseline being the six common soldiering

tasks that all soldiers must be able to perform. See Annex 3, Appendix A-1 for a discussion of the methodology for applying results of the panel to the MOS analysis.

- The job descriptions and critical tasks for the 112 MOS were prepared by TRADOC. While the information was not considered final or completely valid at this point, it was nevertheless the best data currently available.
- 3. The panel understood that based on the type information used to make the assessment, scientific precision would not be possible.
- 4. A detailed discussion of the panel results is included at Appendix D. It is the judgment of the evaluation team that given the limitations, the panel results represent the best data available today and is sufficiently sound to be used in making reasonable decisions about specific Army jobs.
- b. <u>Leadership Seminar</u>. On 24-27 January 1978, a Senior Officer Leadership Seminar was hosted by the Administration Center at Leesburg, Virginia. This seminar addressed and provided insights into issues that had surfaced during the evaluation. The results of the seminar were published and provided to DA, DCSPER and other addressees under separate cover. The results of the seminar were considered by the evaluation team in arriving at final findings and recommendations on the various issues.
- c. Panel of MOS/Specialty Qualified Personnel. On 16 February 1978, after the evaluation team had completed the determination of which MOS/specialties were to be closed and which Category I units were to be opened, a group of MOS/specialty qualified personnel from several of the TRADOC schools convened at the Administration Center to review and comment on the results. The evaluation team considered and included the remarks of these MOS/specialty representatives in the report, as appropriate.
- d. Professional Judgment of Evaluation Team Applying Consensus Techniques. The final recommendations concerning the opening or closing of various MOS/specialties and Category I units was presented to the entire evaluation team for concurrence. The comments of dissenting team member(s) were included in the analysis of that particular MOS/specialty or unit.
- 2.3. EVALUATION RESULTS AND RECOMMENDATIONS.

THE SET OF SERVICE AND TO SERVICE OF PERSONS SERVICES OF SERVICES

2.3.1. Objective 1. Analyze all MOS (specialities for officers), excluding infantry, armor and cavalry, currently closed to women and determine if they should be opened to women.

2.3.1.1. Methodology.

- a. <u>General</u>. The concept of evaluation is to compare documented job requirements with those factors that differentiate men from women. The methodology for making this comparison, as well as selection of MOS/specialties to be analyzed, evolved over the period of the study.
- b. Identification of MOS/Specialties to be Analyzed. Objective 1 remained constant throughout the study. However the number of MOS/specialties examined was expanded to include some which were open to women but identified as being potential problem areas for women. Although, some of the originally closed MOS/specialties were opened by DA decision of 20 December 1977, they were retained for study.
- MOS/specialties not considered (in agreement with the objective statement) are:

Officer	<u>Enlisted</u>
11 series	11B,C,Z
12 series	19D,E,F,G,H,Z

2. The MOS/specialties closed as of the beginning of the study were then identified and are listed at Figure 2.3.1.1.

MUS/	SSI AND TITLE	MOS AND TITLE	
OFFI	CER	WARR	ANT OFFICER
13A	Cannon FA Off	100E	Atk Hel Pilot
13B	Lt Ms1 FA Off		Pilot, OH-58
13C	Hvy Ms1 FA Off	100Z Pilot, Non-Std Acft	
13D	Tgt Acq Off	201 Met Tech	
	ADA Off, General	211A FA Radar Tech	
	SHORAD Off	214E	Pershing FA Ms1 Sys Tech
14C			Lance FA Ms1 Sys Tech
	Hawk Ms1 ADA Off	221B	Ms1 Assy Tech, Nike ADA Ms1
14E	Safeguard Bal Msl ADA Off	222B	Fire Con Tech, Nike ADA Ms1
	Guided Msl Sys Off	224B	Chaparral Vulcan Tech
146	ADA Cmd & Con Off		Arethe end to below anticipation
ENLI	STED	ENLI	STED AND THE PROPERTY OF THE P
12B	Cbt Engr	15E	Pershing Ms1 Crewman
12C	Bridge Crewman	15F	Honest John Rkt Crewman
	ADM Špec	15J	Lance/Honest John Opns/Fire Dir Spec
12Z		16B	
13B			Hercules Fire Con Crewman
13E	Cannon FD/FS Spec		Hawk Ms1 Crewman
13F	Fire Spt Spec	16E	
13W	FA Tgt Acq Sr Sgt	16P	ADA Short Rng Ms1 Cremman
	Cannon/Msl Sr Sgt		ADA Short Rng Gun Crewman
13Z		17K	
150	Lance Ms1 Crewman	87C	FA Surveyor

Figure 2.3.1.1. Closed MOS/SSI as of September 1977.

3. Prior to conducting the field survey the study group expanded its analysis to other MOS/specialties for which some doubt existed about the capability of women to effectively perform the job. The MOS/specialties in Figure 2.3.1.2 were added.

OFFICER 15A Avn Off Gen 25A Cbt Sig Off ENLISTED 31M Multichan Comm Equip Op 36C Tel Installer & Lineman 45K Tk Turret Repairman 63B Wheel Yeh Mech 67N Util Hel Repairer 76Y Unit/Org Supplyman

Figure 2.3.1.2. Open MOS/SSI Added to Analysis.

sversing skilled tot

- 4. Additional enlisted MOS determined by TRADOC to be above the baseline physical training standards were added. That is, the job was identified as having critical tasks which require physical capabilities beyond that necessary to accomplish six common soldiering tasks. (These tasks are 8km road march, entrenchment dig, 75 meter rush, 75 meter crawl, lift and carry, and grenade throw.) Analysis of these additional MOS was to identify potential problems with the accession of large numbers of women into these MOS prior to development of the ability to determine physical ability at the AFEES. These additional MOS are listed in Annex 1, Appendix A-1.
- c. Method for Evaluating Whether Women Should be Included or Excluded From an MOS/Specialty.
- 1. Before a job can be opened to women it must be shown that there is no conflict with the combat exclusion definition or normal career progression, that the physical requirements can be performed by an adequate percentage of women in the Army and that the opinions and attitudes of the men and women already in the jobs are not strongly opposed to women on essential issues. The opinions and attitudes would not, in themselves, be a basis for closure of an MOS/specialty.

- 2. The above determinations are illustrated by use of a matrix (example shown in Figure 2.3.1.3). The left hand column represents the sources of job descriptions/requirements, and the horizontal row represents the discriminating factors. Analysis results are indicated by recording "GO" or "NO GO" in each block. A detailed discussion of the matrix completion process is contained in Annex 2, Appendix A-1.
 - d. <u>Discriminating Factors</u>.
- The combat exclusion definition (CED) established at the beginning of the study is:

Women will be excluded from positions which have as their primary function the crewing or operating of direct or indirect fire weapons.

- 2. Inherent in the tasking for this study is the requirement to challenge the above CED. The challenge was made according to the following rationale:
- (a) The intent of the CED is not clearly established. Is the intent to maintain women in positions of safety or to keep them from offensive action toward the enemy, or something else?
- (b) A clear definition of what constitutes crewing or operating direct or indirect fire weapons is not established. For example, are forward observers part of the indirect fire weapons system?
- (c) It is the consenus of the EWITA study group that the underlying intent of the CED is twofold:

To preclude women from participating in direct combat as a primary function.

To preclude placing women in units/positions where there is the likelihood of exposure to enemy ground attack at or near the FEBA.

In this context, serving in ADA indirect fire medium and high altitude missile units and FA missile units is not considered direct combat and also does not constitute high probability of sustaining enemy ground attacks.

ed transcriper, and the principal transcriped transcriped that the second reservoir to

vipenne inners por 981 ; essevic vene cos esmino in to residition enaction Dec periodes est sense fatherese estrated in the cost enaction of a to enact the cost of the

	sala sala sala salak sala sala	rengo usnamen rengoa a chi Ja	DISCRIMINA	TING FACTORS	D
SOURCE REQUIR	OF MOS EMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1. A	R 611-101 R 611-112 R 611-201	ottrog per te mag entrom med entropes o	fire wort bear to cotesta year the contact to as will box year	to restrance and the restrance and the biolic states	
	RITICAL ASK	each best of			
	HYSICAL EQUIREMENTS	ga esaibibe .e		13 2388000000 1 80 2322 1478	
	TELD SURVEY PINIONS				
	THER DURCES	ad the Add the	na Cabrania Tambén		1000
DISCUS	SION:	at a serigip in the		a rosa Causan	star saw
2407	punga 195 ta Salabaga (2)	ons and light Depart (terminal	Enter Machalle (12 20 88) Cal	ento eda "Tanta eliga 116 MA eda kanga kizodiya	
	ominanaso :			Mext, results of	(0)
	itia aertisi			eny, positions as	型器 型流域探視
4 41 4 41 40 554	eyfana boj Ti g edg To coc edg ca 2004	s chie poli si rigges a seu augus to chang	mode of sile (8 oction in 1820); guristinii osa Wimpor din25000 frifidamad onz	es sconfrago , vis Proages [saleyif] Refifichacian (saleyif) Contract (saleyif) Jamiage 200ART yr Singes to Isase	tr, wol
RECOMME	evising but to end to one end as also indation: evision makes peritoers a a indate	A COMMENTS OF COMM	posession in the con- control in the con- control cont	es sconfrago , vis Proages [saleyif] Refifichacian (saleyif) Contract (saleyif) Jamiage 200ART yr Singes to Isase	TE NOT BE
RECOMME	ENTATION: 35 COMMENTS OF THE PROPERTY OF THE P	a chie but in property of the company of the compan	posession in the con- control in the con- control cont	es amaireagn , ville service and control of the con	Te year

- (d) Crewing of weapons is further defined as being assigned to a position involving the loading, aiming or firing of the weapon. That the weapon is intended for the purpose of being effectively fired at enemy targets is accepted. This adds the need to aim the weapon as a valid requirement. A position that has a primary function of observing targets and directing accurate fire, such as the Artillery Fire Direction Specialist (13F), is then considered essential to the artillery weapon system and a participant in "operating" the weapon.
- (e) Based on the above, the following revised CED was used for the evaluation:

Women will be excluded from units* and positions which have as their primary mission or function crewing or operating direct or indirect fire weapons (other than those field artillery and air defense missiles fired in the non-line of sight mechanically aimed mode).

*Units are defined as company size or smaller.

- (f) Statements in the AR 611 series, soldiers manuals, task lists, TM's, FM's, or ARTEP's which establish primary functions in conflict with the above CED are basis for closure of an MOS/specialty.
- 3. <u>Career progression</u> is also a key discriminator. An MOS that feeds into another MOS which is closed on the merits of its own job requirements must also be closed. In this regard, feeding a closed MOS prior to the E9 level is considered a basis for closure of enlisted MOS. A two part analysis of career progression considerations was made:
- (a) First, the career progression chart for the career management field in the AR 611 series was used to identify the MOS/specialties that are obviously constrained.
- (D) Next, results of objective 3 were analyzed to determine if there was additional basis for MOS closure in MOS/specialties with few, if any, positions available to women.
- 4. Physical Capabilities/Limitations. One part of the analysis of physical capabilities and limitations was a comparison of the physical/physiological/anthropometric requirements of each MOS as described by TRADOC against the capabilities of women to accomplish them. A panel of experts was assembled to make these determinations (Appendix D).
- (a) Ideally, the requirements of each MOS would be specified, and a reliable and valid test developed to measure an individual's capabilities against requirements, prior to assignment to that MOS. Unfortunately, totally accurate lists of MOS requirements do not yet

Figure Assiss. HATRIX USER For TUS Analysis.

exist. Neither, is there a test to adequately measure individual capabilities against even the most critical MOS skills. In the absence of these tests EWITA developed a method to make use of the data currently available. The critical MOS requirements were compared against the best available descriptive data of women being inducted into the Army to roughly estimate the percentage who could perform the requirements of an MOS, given random assignment.

- (b) EWITA needed to determine what percentage of MOS incumbents the Army can accept who <u>can not</u> do the job without degrading its combat effectiveness below the current state. A detailed discussion of the methodology used to determine this percentage is in Annex 3, Appendix A-1.
- (c) EWITA made the assumption that 70-80 percent of MOS incumbents must be able to perform all critical MOS tasks effectively. Based on this assumption, EWITA determined that if 75 percent or more of the women being inducted into the Army at any given time could perform the critical tasks of an MOS, that MOS should not be closed to women based on physical/physiological/anthropometric requirements of the MOS. This criteria was applied after the panel of experts (Appendix D) estimated the percentage of women who could perform the physical tasks as described by TRADOC. It should be noted that the physical task lists provided were a first cut and much work is needed to establish their validity.
- (d) Field opinions were obtained by questionnaires administered to randomly selected personnel in the MOS/SSI listed in Figures 2.3.1.1 and 2.3.1.2. Six of the questions dealt with physical issues, i.e., strength, arm and leg length, hand grip, endurance, coordination and size. Strong negative attitudes in these issues were considered important in the analysis of physical capability to perform in an MOS.
- 5. Other Factors. Attitudes and perceptions of personnel serving in the MOS/SSI were used to confirm or challenge the findings on the previously discussed primary discriminators. They also identified other factors which are pertinent, and described an overview of the attitude of the majority of soldiers about the ability of women to perform in the MOS/SSI. In this regard the following additional issues from the questionnaire were considered in the analysis: overall capability of women to do the job, skills, mechanical abilities, toughness, self-image, stress, emotional control, and leadership.

6. Analysis of Warrant Officer and Officer MOS/SSI.

(a) General. For both officers and warrant officers there is an absence of task lists. Career progression concepts by career management field are also less definitive than for enlisted personnel.

- (b) Warrant Officers. The primary concern with warrant officers, other than pilots, is the shortage in the NCO grades of the enlisted source MOS. Determination of the primary enlisted career field source for respective warrant officer MOS and analysis of the open or closed status of those sources is the basis for establishing a GO or NO GO for career progression. This, supported by the attitudes and perceptions of incumbents surveyed, is the primary basis for the recommendations.
- (c) Officers. In the absence of clear data, other than AR 611-101 and attitudinal input, it was established by EWITA team members that at the junior officer level (company grade), officers must be able to set an example in physical capabilities and task performance abilities comparable to those prescribed for enlisted personnel in those MOS. As an example, the cannon field artillery officer must be able to effectively lead by example enlisted personnel in MOS 13B, 13E and 13F. Closure of those enlisted MOS indicates closure of the corresponding officer SSI.
- 7. Responsibility for Analysis. All MOS/SSI were assigned to members of the EWITA team based on their particular branch and background.

8. Review Panels.

- (a) All EWITA team members participated in a review process to establish consensus and minority views on all MOS/SSI in Figures 2.3.1.1 and 2.3.1.2. The team also reviewed those MOS/SSI from the above baseline list (Annex 1, Appendix A-1) for which closure was proposed.
- (b) The bulk of MOS/SSI that presented difficulties in application of criteria for opening or closing were in the air defense, field artillery and signal areas. The proponent agencies for these branches were invited to send representatives to critique EWITA rationale on these MOS/SSI.

and to enthrope the control of the c

is it went average of an arrange of arrange of the second of

the grants, to be seen to the call the called a security to the called a transport

sent that dev also late detent or that the political one blant them

2.3.1.2. MOS/SSI That Should be Opened.

a. Findings

- 1. Based on EWITA analysis, the MOS/SSI listed at Figure 2.3.1.4, which were closed at the start of the study, should be open to women. There is no basis for closure.
- 2. A detailed analysis matrix of each MOS/SSI is at Annex 5, Appendix A-1.

and the	MOS/SSI and TITLE	MOS and TITLE
	Officer	Warrant Officer
14A	AD Off, General	201A Metereology Tech
14C	Nike Hercules Ms1 AD Off	211A Tgt Acq Radar Tech
14D	Hawk Ms1 AD Off	214E Ms1 Sys Tech, Pershing
14E	Safeguard Bal Msl, AD Off	214G Ms1 Sys Tech, Lance
14F	Guided Msl Sys Off	221B Ms1 Sys Tech, Nike
14G	AD Cmd & Con Off	222B Msl Fire Con Tech, Nike
	ETERN SNCT TENNS	223B Ms1 Sys Tech, Improved Hawk
	Enlisted	92721300
82C	FA Surveyor	terbier 2 Tall gones (Sc1)
13W	FA Tgt Acq Sr SGT	west fall granted as 1
13Z	FA Sr SGT	0.05 TU / 2000 D0.00 TU (2000)
	mag12 Print X	change fait automan dal f

Figure 2.3.1.4. MOS/SSI That Should be Opened (closed at beginning of EWITA).

b. All MOS listed at Annex 1. Appendix A-1, are above baseline and unless otherwise indicated in following paragraphs, are recommended to remain open.

2.3.1.3. MOS/SSI Which May be Opened Subsequent to Validation of Physical Job Requirements and Development of Testing Capabilities.

a. Findings.

- 1. There are clear indications that the physical capabilities of men are greater than women.
- 2. Existing job descriptions in many cases are inadequate for determining individual physical qualifications required for Army jobs. The Army is not yet in a position to screen job candidates in the non-combat, but physically demanding positions on a gender free basis.
- 3. In the interim, closure by gender on a physical basis is appropriate to avoid filling physically demanding jobs with unqualified personnel.
- 4. Based on EWITA analysis, the MOS listed at Figure 2.3.1.5 should remain closed to women until job requirements are validated and physical testing capabilities are developed as part of the accession process. A detailed analysis matrix for each MOS is at Annex 5, Appendix A-1.

MOS and TITLE	SUPPORTED BY ATTITUDES/ PERCEPTIONS	CURRENT STATUS (EWITA)
ENLISTED	1,200 (1,000)	
15D Lance Msl Crewman	X	Closed
15E Pershing Msl Crewman	X	Closed
15J Lance Opns/FD Spec		Closed
16B Hercules Msl Crewman	X	Closed
16C Hercules Fire Con Crewman	14. MOS./SS	Closed
16D Hawk Ms1 Crewman	X	Closed
16E Hawk Fire Con Crewman	x ,	Closed

Figure 2.3.1.5. MOS Closed for Physical Capability (opened by DA 20 Dec 77).

5. In addition to the MOS in Figure 2.3.1.5, EWITA analysis reveals that significant problems exist for women in some open, but non-traditional, MOS. DA should consider closing the MOS at Figure 2.3.1.6 to further female input until job requirements are validated and physical testing capabilities are developed to determine qualification for the MOS. Women currently in these MOS should not be reclassified as a result of this action. Detailed analysis is at Annex 5, Appendix A-1.

М	OS and TITLE	SUPPORTED BY ATTITUDES/ PERCEPTIONS	CURRENT STATUS	FEMALE CONTENT OCT 77
ENLI	STED 63 22 ST. Fan Car 200 - 193	ing heater beadly	eres efection	ana in an in
21G	Pershing Elec Mat Spec	colven et anolts	0pen	1 (.4%)
31M	Multi-Chan Comm Equip	arrisos x alo to	0pen	895 (14%)
36C	Tel Installer Lineman	degrois XV nous	0pen	295 (5%)
51M	Firefighter	x	0pen	18 (5%)
55B	Ammo Spec	derive Xeac 30	0pen	34.7 (17%)
67N	Util Hel Repairer	i i dest X ontres	Open	292 (7%)
93F	FA Met Crewman	Court of contract	Open	3 (1%)

Figure 2.3.1.6. MOS Closed to Further Input for Physical Capability.

b. Conclusions.

- 1. Based on experience and documented evidence, female incumbents in certain MOS cannot perform the physically demanding tasks required to do the job.
- 2. Due to the physically demanding tasks of some MOS, the Army cannot be assured of accomplishing the ground combat mission if women are randomly accessed into these jobs.
- 3. It is the consensus of the EWITA team members that, given an adequate test for physical abilities and capacity, the Army should not screen job candidates in non-combat MOS based on gender. At present, closure by gender on a physical basis is an interim solution which reduces the probability of filling physically demanding jobs with unqualified personnel. This procedure should continue until appropriate job descriptions which specify measurable individual requirements are established and tests are developed.

2.3.1.4. MOS/SSI Which Should be Closed Based Primarily on Combat Exclusion Definition.

a. Findings.

- 1. Based on EWITA analysis the MOS/SSI listed at Figure 2.3.1.7 should be closed. CED is the overriding factor. Other supporting reasons are indicated. Detailed analysis matrices are at Annex 5, Appendix A-1.
- 2. The SSI and enlisted MOS for officer and enlisted personnel in engineer positions are closed based on the doctrinally established mission of engineer units and the requirement for personnel in enlisted engineer MOS positions to perform as infantry on order.
- 3. In the absence of clear doctrine, EWITA consensus was that forward radar operators provide for effective employment of major weapons systems and as such participate in operating weapons.

b. Conclusions.

- 1. The personnel and organizational elements involved in crewing or operating a weapons system is not clearly established. With the increase in women in non-traditional jobs, there is a need to define what constitutes direct participation in employment of the various crew served and major weapons, to include the role of radar operators employed in the forward area.
- 2. Any conflict with combat exclusion considerations should be an overriding factor in determining MOS/SSI opened to women.

2.3.1.5. MOS/SSI Which Should be Closed Primarily Due to Career Progression.

a. Findings.

1. Based on EWITA analysis of the CMF career progression charts, the MOS/SSI listed at Figure 2.3.1.8 should be closed for career progression. Detailed analysis is at Annex 5, Appendix A-1.

delle dericles dilette per si pieta lastrada a co labrag al prisalis delle edel de lettes e l'isometri qui itti to verillantero das seculationes tagantes l'implementation dels estates estates d'especialistics de la libragia de l'especialistics de l'especialistic de l'especialistics de l'especialistics de l'especialistics de l'especialistics de l'especialistic de l'especialistics de l

	SUPPORT	ING BASIS FOR C		
MOS and TITLE	CAREER PROGRESSION		PERCEPTIONS	CURRENT STATUS
OFFICER				
13A Cannon FA Off		p to Subordinate		Closed
14B SHORAD OFF		p to Subordinate		Closed
21A Cbt Engr Off 21B Constr Engr Off		p to Subordinat		Closed
216 Constr Engr UTT	(Kelationshi	p to Subordinate	es)	Open
WARRANT OFFICER				
100E Atk Hel Pilot				Closed
ENLISTED				
12B Cbt Engr	x	X	X	Closed
12C Bridge Crewman	X	X	X carety	Closed
12E Adm Spec	X	X	X	Closed
12Z Cbt Engr Sr Sgt	X	100 100 100	Late Spacemed 3	Closed
13B Cannon Crewman		X	X	Closed
13E Cannon FD/FS Spec 13F Fire Spt Spec		X galaxy in	este X en poès	Closed
16F LT AD Crewman (RC)				Closed
16P AD Short Rng Ms1	x	abal made at a	X	Closed
Crewman	in a solution of the contract of	again an again an ang malay an manana		CTUSEU
16R AD Short Rng Gun Crewman	en regned ya ke	(0 (0 (X (2)))	out X of Selection	Closed
17B FA Radar Crewman		X		0pen
17C FA Tgt Acq Spec		X		Open
17K Gnd Spt Radar Crewman	X	X	X clased	Closed
51B Carpenter	X	X	OLS OF FIRE	Open
51C Structures Spec	X	X STEEL		Open
51H Constr Foreman	William AT	Chaptan in the	nets test	Open
51N Water Supply Spec	X	X name X	o lone . head (3)	0pen
51R Electrician 54C Smoke/Flame Spec (RC)		X		Open
OUB Diver		X		Open Open
GOD BITTEI		^		open

Figure 2.3.1.7. MOS/SSI Closed by Combat Exclusion Definition.

	SUPPORT FO	R CLOSURE	Tomas in aid
MOS and TITLE	PHYSICAL CAPABILITIES	ATTITUDES/ PERCEPTIONS	CURRENT STATUS
OFFICERS			
13B FA LT Ms1 Off			0pen
13C FA Hvy Ms1 Off	Congress of File (1971) Region Control (1974)		0pen
130 FA Tgt Acq Off			0pen
13E FA Off, Gen		10111	0pen
WARRANT OFFICER			N. S.
224B Chap/Vul Sys Tech		X	Closed
ENLISTED			Control of the contro
13Y Cannon/Ms: Sr Sgt		X 102	0pen
15F Honest John Crewman			0pen
17M Unattnd Gnd Sensor Spec		(Ja) hawi Can one	Open

Figure 2.3.1.8. MOS/SSI Closed by Career Progression.

2. Based on results of objective 3 analysis, several MOS/SSI had no positions remaining after the total inventory had been decremented for men in closed units, and for rotation base and promotion considerations to support those men. (A detailed analysis of objective 3 results is at Annex 6, Appendix A-1.) The MOS at Figure 2.3.1.9 should be closed and women currently in these MOS should be reclassified.

ACCOUNTS OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PARTY OF THE PARTY

्राच्या अस्ति । विकास सम्बद्धाः । विकास सम्बद्धाः । विकास			SUPPORT FOR CLOSURE	
	10S and TITLE	PHYSICAL CAPABILITIES	PERCEPTIONS	CURRENT STATUS
ENL	ISTED		12.1 May	
24M	Vul/FAAR Sys Mech		of graphy has	0pen
24N	Chapparal Sys Mech		118 14 17	Open
45R	Ms1 Tk Turret Mech	STATE OF ASSESSED	and the same	0pen
51D	Mason deltas and the	g was - early. Filled		0pen
51G	Soils Analyst	,	200700 (1000)	Open
51K	Plumber & facility and the	erich Career programmen 405 to be one en	dep constitet Dioctoreita	0pen
62E	Crawler Tractor Op	X Sten consideration	enacto teen62	Open
62H	Conc Paving Equip Op	era fanuer x eg est actes o el moros	os for enife Insafficant	0pen
62J	Gen Constr Mach Op	ortho role x t re c	ien stedu et d neguiake ke	Open
62K	Grader Op	Hiseline to note	erpans reares	0pen
62L	Wheeled Tractor Op	APPENDING TO THE	restrict years	Open

Figure 2.3.1.9. MOS Closed for Career Progression (objective 3 analysis - no positions available for women).

at. That compat exclusion and caseen progression considerations on

used as everything reasons for opening or clusting MOS/SSI to women.

THE RESERVE AND A STREET OF THE PARTY OF THE

^{3.} In addition to MOS/SSI at Figure 2.3.1.9, other MOS/SSI were analyzed if the results of the objective 3 analysis indicated a low number of positions available for women. This further analysis was undertaken to insure that women would have a balance of CONUS and overseas assignments at all grade levels. Detailed analysis is at Annex 6, Appendix A-1. Based on this analysis the MOS at Figure 2.3.1.10 should be closed to women for career progression reasons, and women currently in these MOS should be reclassified.

100 Per 120 Table 100 Tab	SUPPORT FOR CLOSURE		
MUS and TITLE	CAPABILITIES PHYSICAL	ATTITUDES/ PERCEPTIONS	CURRENT STATUS
ENLISTED			11/1/140
62D Asphalt Equip Op		Seminary William	Open
62G Quarryman	x 35	alt a coll (House)	0pen

Figure 2.3.1.10. MOS Closed for Career Progression (objective 3 analysis -very few positions available to women).

b. Conclusions

- 1. Any conflict with career progression should be an overriding factor in determining MOS to be opened to women.
- 2. Career progression considerations are not as clear for officers as for enlisted personnel and warrant officers. As such, it is not a significant factor in closing SSI. The primary factor for officers is their role as junior officers in relation to closed units and duties excluded by CED.
- 3. Career progression of enlisted personnel in the related CMF's is the primary factor in closing warrant officer MOS. If enlisted CMF's are closed, advertising the warrant officer MOS as open to women is tokenism and should be avoided.

2.3.1.6. RECOMMENDATIONS.

- a. That the Army open, close, or temporarily close (pending accomplishment of recommendations 2.3.1.6.b and c), MOS/SSI as indicated in the findings for objective 1.
- b. That the Army institute a program to validate individual physical job requirements by MOS/SSI (those which will be used to screen applicants) based on realistic job demands in the field.
- c. That the Army establish easy to administer physical qualifying tests which relate to physical job requirements, and apply tests in a gender free manner in the accession process for MOS/SSI not closed by combat exclusion or career progression considerations.
- d. That combat exclusion and career progression considerations be used as overriding reasons for opening or closing MOS/SSI to women.

- e. That the personnel and organizational elements involved in crewing or operating the major weapons systems be doctrinally established for the purpose of applying the combat exclusion definition.
 - f. That the combat exclusion definition be revised as follows:

Women will be excluded from positions and units* which have as a primary function or mission crewing or operating direct or indirect fire weapons (other than field artillery and air defense missiles fired in the non-line-of-sight mechanically aimes mode).

*Unit is defined as company level or smaller

In the process of development an extended by the second off all

g. That new MOS/SSI be evaluated by the EWITA or comparable methodology to determine if they should be opened or closed to women.

cardad lines; and manage non-new ride and other many leasant not utileto to one of the art of the control of th

The requirement of enteres personnel used intermediate features and use municipalities of the personnel used to the personnel used t

A. Weltailor levelife fower at the letter ages a term chargers, place the someony level function and all deserges a units were party ages and the

tant to fact overnor in bong B of portrait! bong recombance ATLES and the

to decision of 2% December 28% opened some Canadary of the

Farmer to at the place of the soul for any the at the at the

notestic transporter of the testing of the particle of the matter of the particle of t

loc & were not and a red & 301

ectioning and in

September A-8.

2.3.2. Objective 2. Analyze Category I units to identify those which could or should be open to women.

2.3.2.1. Methodology.

. 3

- a. <u>General</u>. The concept of analysis is to compare mission and capabilities statements from current unit TOE, type weaponry, and employment doctrine of <u>company</u> sized and smaller units with combat exclusion definition.
 - b. Background. The initial objective was:

Analyze Category I units, with priority on FA and ADA units, to identify those which could or should be open to women. Establish limits by MOS/SSI, grade and units as appropriate.

- 1. In the process of developing methodology it was determined that establishing appropriate limits on female content by MOS (specialty for officers), grade and unit was not within the capabilities of EWITA based on current personnel management state of the art and time constraints.
- 2. The revised objective was approved at the 5 December 1977 IPR. Additionally objective 3 was established to calculate maximum female content of each MOS.
 - c. Identification of Units to be Analyzed.
- 1. Section II and III of all active Category I TOE's as of 1 September 1977 were provided by HQ, TRADOC.
- 2. Section I of all Category I TOE's with changes prior to 1 September 1977 were made available by the ADMINCEN technical library.
- 3. Battalion level TOE's were eliminated from analysis, since the company level TOE's for all Category I units were being analyzed.
- 4. The EWITA analysis was limited to G and H series TOE's. Test TOE's were not analyzed.
- 5. DA decision of 20 December 1977 opened some Category I units to women. These TOE's were retained as closed units for the purpose of this evaluation.
- A list of Category I TOE's that were analyzed is at Annex 1,
 Appendix A-2.
- d. Combat Exclusion Definition. The revised combat exlusion definition that is explained in the discussion of the methodology for

objective 1, para 2.3.1.1d, was analyzed against the mission, capabilities, weapons and employment of the Category I units to determine their opening or closing to women.

Women will be excluded from units* and positions which have as their primary mission or function crewing or operating direct or indirect fire weapons (other than field artillery and air defense missiles fired in the non-line-of-sight mechanically aimed mode).

*Units are defined as company size or smaller.

e. Procedure.

1. Before a unit can be opened to women it must be shown that there are open MOS/SSI positions in the unit. Step I of a two step procedure is shown at Figure 2.3.2.1.

TOE # ____

- 1. If one MOS is open in a unit, the unit is open.
- 2. If all MOS in a unit are closed, the unit is closed.
- 3. Environment is considered other than peacetime.

ANSWER THE FOLLOWING QUESTION

Is there <u>one</u> or more MOS open to women in this organization?
 YES - Unit is open to women.
 NO - Unit is closed to women.

Figure 2.3. 2.1. Step I of TOE Analysis.

Step I is accomplished by applying the results of objective 1 to an inspection of section III of all TOE's. It was known at the beginning that this step would result in few, if any, closures.

- 2. It was determined that any unit that had a primary mission of employing weapons systems would have mission and capabilities statements in TOE's that directly or indirectly indicate offensive action by the unit. Step II was developed to accomplish this part of the analysis (Figure 2.3.2.2).
- f. Responsibility for Analysis. All TOE units to be analyzed were assigned to members of the EWITA team based on their branch and background.

g. Review Panels.

- 1. All EWITA team members participated in a review process to establish consensus and minority view on all TOE analysis.
- 2. Although in the course of the evaluation the objective changed, the focus on air defense and field artillery was retained. Combat exclusion definition application to other units was generally clear cut. The proponent schools for these two branches were invited to send representatives to critique EWITA rationale.

I see MCS is organ in a Owit, the will its open, if

ENTRANC MEDICE FOR THE STREET, STATE OF

The at its integral to be a profit of the regard to describe the expensive the expensive teachers.

that they sten again regulating or the angle fold dust

STEP II
TOE #
GUIDANCE
 COMBAT EXCLUSION DEFINITION—Women will be exclused from position which have as their primary function the crewing/or operation of direct and indirect fire weapons.
2. Read the TOE mission and capabilities statements and look for key phrases and concepts indicating offensive or defensive activities.
 It is important to have a basic knowledge of the weaponry used in each TOE/branch.
ANSWER THE FOLLOWING QUESTIONS
 Does the TOE mission and capabilities statement place the unit in an offensive posture?
YES - Go to question #2. NO - Unit is open to women.
2. In this offensive posture is the weaponry used fired in a line-of sight (visual) direct mode?
YES - Unit closed to women. NO - The weaponry can only be fired in a non-line-of-sight (mechanically aimed) indirect mode. Then unit is open to women.
UNIT COMPANY OF THE PROPERTY O
CSOR CILAR BOTT CALLED TO OPEN TANK C CLOSED CARS TRANSMINE (%)
If you close the unit, give reason (para & page)
CAT, 167 TAT 167 TO SEE STORY STORY STORY AND A TROUBLE TRANSPORT OF THE SEE STORY AND A SECOND STORY OF THE SECOND STORY AND A SECOND STORY OF THE SECOND STORY OF TH
Signature Signature

Figure 2.3.2.2. Step II of TOE Analysis.

- 2.3.2.2. Results of Category I Unit Analysis.
- a. Category I Units That Should Be Closed Conflict With Combat Exclusion Definition, or No Open MOS.
 - 1. Findings.
- (a) CHEMICAL MECHANIZED FLAME COMPANY (TOE 3-357). TOE mission: To close with and destroy enemy forces by fire.
- (b) ENGINEER COMPANY, ENGINEER BATTALION (TOE 5-U27, U37, U38, 1U7, 1U8, 118, 127, 137, 147, 157, 198, 2U7, 217). TOE mission: To perform infantry combat mission when required.
- (c) ENGINEER ATOMIC DEMOLITIONS MUNITIONS COMPANY (TOE 5-U57). TOE capabilities: Reconnaissance of ADM targets to include targets of opportunity. Prepare for firing and detonate, on order, 24 ADM, and if necessary, recover or destroy ADM.
- (d) ENGINEER ASSAULT BRIDGE COMPANY, MOBILE and ENGINEER ASSAULT BRIDGE COMPANY, RIBBON (TOE 5-U64, 5-U79). FM 5-1UU: In the assault phase of a deliberate river crossing, there is less emphasis on entry shore preparation by the divisional engineer units and increased support and assumption of responsibility by nondivisional bridge companies and combat battalions. A deliberate crossing is required when prevailing conditions preclude the execution of a hasty crossing. This generally means that the enemy defenses are very strong or that the river obstacle is very severe.
- (e) ENGINEER BRIDGE COMPANY (TOE 5-148, 158). FM 31-60: The primary mission of the organic bridging company should be the support of forward brigades to cross minor gaps that may otherwise impair advancement on the far shore.
- (f) ENGINEER EQUIPMENT AND MAINTENANCE COMPANY (TOE 5-117, 197). TOE mission: To perform infantry combat missions, when required.
- (g) ENGR BRIDGE TEAMS and ENGR COMBAT SUPPORT TEAM (TOE 5-570, 580). No open MOS in unit.
- (h) FA BATTERY, 105mm, 155mm, 8in, and 175mm (ALL TYPES) (TOE 6-037, 117, 157, 167, 207, 358, 367, 397, 407, 427, 447, 457, 707, 717, 437). TOE mission: To provide fire support for the...
- (1) AERIAL BATTERY (TOE 6-727). TOE mission: To provide fire support...

The Same of the Contract of the Same

- (j) RIFLE COMPANY (ALL TYPES) (TOE 7-018, 037, 047, 057, 177). TOE mission: To close with the enemy by means of fire and maneuver in order to destroy or capture him or repel his assault by fire, close combat and counterattack.
- (k) COMBAT SUPPORT COMPANY, INFANTRY (TOE 7-U28, U38, U48, U58, 178). TOE mission: To provide reconnaissance, ground surveillance, indirect fire support, antitank support and limited air defense support.
- (1) RANGER COMPANIES (TOE 7-087, 157). TOE U7-087: Conducts raids, ambushes and attacks against key targets in enemy territory. TOE U7-157: Deep penetration operations behind the enemy lines.
- (m) HHC RANGER BATTALION (TOE 7-86). TOE mission: ...Conduct special military operations... Uses air, land, water, foot mobility, and parachute delivery when required, to conduct raids, ambushes and attacks against key targets in behind the enemy.
- (n) INFANTRY PLAT/DET (PATHFINDER) and INFANTRY PLAT/DET (SNIPER) (TOE 7-500, 510). No open MOS in unit.
- (o) ANTI-ARMOR COMPANY (SEP) (TOE 7-107). TOE mission: Provide anti-armor support to infantry combat units.
- (p) TANK COMPANY, ARMOR BATTALION (ALL TYPES) (TOE 17-017, 018, 027, 037, 218, 237). TOE mission: To close with and destroy enemy forces, using fire, maneuver, and shock effect.
- (q) COMBAT SUPPORT COMPANY TANK BATTALION (ALL TYPES) (TOE 17-109, U39, 239). TOE mission: To provide reconnaissance, ground surveillance, indirect fire support, and limited air defense support.
- (r) ARMORED CAVALRY TROOP (ALL TYPES) (TOE 17-057, 107, 157, 207, 307). TOE mission: To provide security and perform reconnaissance for the unit to which assigned or attached and to engage in offensive, defensive, or delaying action as an economy of force unit.
- (s) AIR CAVALRY TROOP (ALL TYPES) (TOE 17-U58, U98, 108, 208, 278). TOE mission: To engage in offensive, defensive, or delaying actions within its capabilities and seize and dominate lightly defended areas or terrain features.
- (t) ATTACK HELICOPTER COMPANY (TOE 17-387). TOE mission: To destroy enemy armored and mechanized forces by aerial combat power using fire and maneuver.
- (u) SPECIAL FORCES COMPANY (TOE 31-107). TOE mission: To plan and conduct unconventional warfare operations. ...conduct direct action missions... ...attack of critical strategic targets...

- (v) HHU, SPECIAL FURCES BATTALIUN (TUE 31-106). TOE mission and capabilities: To plan and conduct unconventional warfare operations...stability operations...direct action missions. ...survive and operate in remote areas and hostile environments for extended periods...
- (w) ADA BTRY AUTO WEAPONS (SP) (TOE 44-U87). TOE mission: To provide air defense against low-altitude hostile aircraft.
- (x) ADA VULCAN BATTERY (TOE 44-327, 427, 437, 727). TOE mission: To provide air defense against low-altitude hostile aircraft.
- (y) ADA CHAPARRAL BATTERY (TOE 44-328). TOE mission: To provide air defense against low-altitude hostile aircraft.
- 2. Recommendation. That the Category I units discussed in paragraph 2.3.2.2.a1(a) through (y) be closed to women.
 - b. Category I Units That Should Be Closed For Other Reasons.
 - 1. Findings.
- (a) HHC, ENGINEER BATTALION (DIVISIONAL) and COMBAT ENGINEER BATTALION (TOE 5-026, U36, 116, 146, 156, 196, 216). All of these units have (or should have) TOE mission statements to carry out infantry combat missions when required. There is inconsistency, however, in documenting this requirement in the mission and capabilities statements.
- (1) TOE 5-U26 and 216. The mission statement requires these units to perform infantry combat missions of a headquarters and headquarters company when required.
- (2) TOE 5-036, 116, 146 and 196. Some divisional and some separate battalion HHC's have a stated mission to perform infantry combat missions, when required.
- (3) TOE 5-156. This unit is assigned to the infantry division, but has no infantry mission statement. This is inconsistent with TOE's 5-026, 146, 196 and 216.
- (4) It is unclear whether the engineer battalion HHC becomes a rifle company or command and control unit when ordered to perform as infantry. It is also considered that the infantry mission is more likely for the divisional battalions than the separate battalions. It is not clear whether the probability of this mission is high enough to warrant treatment consistent with infantry units. Additionally, the doctrine concerning the location of the PAC is not yet documented. If the PAC is established in the division base, there is no basis for not assigning women to those positions.

- (b) RADAR AND SURVEY SECTIONS, HHB FA 105mm, 8in, 175mm BATTALION AND TARGET ACQUISITION BATTERY (TOE 6-156, 166, 186, 206, 366, 376, 396, 406, 426, 446, 456, 716, 307). These units habitually operate in close proximity to the FEBA. Additionally the function of detecting targets and providing for effective fire by indirect fire weapons systems could be construed as "operating" those systems. As such, placing women in these units is contrary to the underlying intent of the combat exclusion definition. EWITA finds no basis to close the HHB of cannon FA battalions and target acquisition batteries except for these organic elements.
- (c) HHC, INFANTRY BATTALION; HHC, TANK BATTALION; HHT, ARMORED CAVALRY SQUADRON (TOE 7-016, 036, 046, 056, 176; 17-016, 036, 216, 236; 17-056, 106).
- (1) The maneuver battalions/squadrons are organic units. As such, except for the PAC, all HHC/HHT elements must be prepared to move with the battalion/squadron when it displaces forward, laterally, and rearward. These elements operate within the battalion/squadron operational area, and are not sufficiently far enough from the line of contact to satisfy the underlying intent of the combat exclusion definition.
- (2) USAADMINCEN is currently developing the doctrine which will prescribe the location of the PAC. If it is positioned in the brigade or division rear areas, the maneuver battalion HHC's can be opened to women, with the PAC positions being made interchangeable.
- (d) FA SEARCHLIGHT BATTERY (RC) (TOE 6-507). The TOE mission of this unit is to furnish direct and indirect illumination...in support of tactical night operations... Accomplishment of this mission requires employment on or near the line of contact in the direct illumination task.
- (e) ASSAULT HELICOPTER COMPANY (ALL TYPES) (TOE 7-258, 357; 57-057).
- (1) These units all have the stated capability to provide in a single lift, airlift for one rifle company. This, coupled with the unit name, clearly indicates a purpose of being actively involved in the conduct of combat air assaults. EWITA could not determine the feasibility or probability of their use in this role in high intensity combat versus that of moving reinforcing units laterally behind the line of contact. The presence of an air assault division (TOE 7-258) further indicates an intention to conduct air assaults.
- (2) EWITA considers the role of the helicopter and crew to be similar to a truck in the lateral movement role, but closer to the armored personnel carrier in the air assault. When landing troops in a "hot" landing zone, the crew are participants in the attack.

- (3) SSI 158 and MUS 100B are open to women except that they cannot fly in the "attack" or "scout" mode. This caveat will provide for fencing positions that fly the attack helicopter and the OH-58, but will not accomplish the same for the UHIH aviators.
- (4) EWITA does not consider the assignment of women to the command and control helicopters and crews to be in conflict with the combat exclusion definition. A follow on study should determine if placing a limit on the number of women aviators and crew members in command and control aviation elements can be accomplished and if such limits are required to insure satisfactory career progression for women in SSI 15B, MOS 100B and 67N.
- (f) HHT, ARMORED CAVALRY REGIMENT (TOE 17-052). This unit includes combat elements (scout, redeye, and fire support sections) as well as command and control elements. Except for the personnel administration personnel, the unit operates in close proximity to subordinate maneuver units, particularly when the mission of the regiment places it far forward or to the flank of the main body of combat units. As such, placing women in this unit violates the intent of the combat exclusion definition.
- (g) HHT, AIR CAVALRY SQUADRON (TOE 17-096, 206, 276). Doctrine on where this unit will establish its operating base when the squadron mission places it forward or to the exposed flank of the main body of combat forces is not clear.
- (h) FORWARD AREA ALERTING RADAR (FAAR) PLATOON; HHB, VULCAN CHAPARRAL BATTALIONS AND FAAR TEAM, ADA MAINT, RADAR AND RCAT (TOE 44-326, 426, 436, 726, 510). These units habitually operate in close proximity to the FEBA (within 2 km). Additionally, the function of detecting targets for the low altitude air defense weapons systems can be construed as "operating" those systems. As such, placing women in these platoons and teams is contrary to the underlying intent of the combat exclusion definition. EWITA finds no basis to close the HHB of Vulcan Chaparral battalions except for these organic elements.

2. Recommendations.

- (a) That HHC, engineer battalions (divisional) and combat engineer battalions remain closed pending clarification of doctrine concerning the infantry mission and determination of PAC doctrine.
- (b) That the radar and survey sections of FA cannon battalions and target acquisition batteries be closed to women.
- (c) That HHC of maneuver battalions and HHT of cavalry squadrons remain closed pending the determination of PAC doctrine.

ASSETS AND THE STREET THE BY ON A COUNTY OF THE STREET STREET STREET STREET

- (d) That removal of the PAC to brigade or division rear areas warrants opening the HHC's/HHT's of these units to PAC personnel only.
- (e) That the FA searchlight battery be closed based on the mission to provide "direct" illumination.
- (f) That air assault companies be closed to women pending clarification of air assault doctrine.
- (g) That the HHT, armored cavalry regiment be closed to women pending determination of doctrine concerning location of PAC's of subordinate squadrons and corresponding determination of placement of personnel administration assets.
- (h) That the HHT, air cavalry squadron remain closed pending clarification of battlefield location doctrine.
- (i) That the forward area alerting radar (FAAR) platoons of ADA Vulcan Chaparral battalions, and the FAAR team of ADA maintenance, radar and RCAT be closed to women.
 - c. Category I Units That Can Be Opened.

1. Findings.

- (a) HHB & SERVICE BATTERY, CANNON FA BATTALIONS (TOE 6-156, 186, 406, 166, 366, 376, 426, 456, 716, 436, 396, 446, 116, 206, 706, 159, 409, 169, 369, 429, 549, 719). There is no conflict with the combat exclusion definition in the mission or capabilities statements of these units. Except for the radar and survey sections previously discussed, the normal operating location of these units is considered to be a sufficient distance behind the FEBA to satisfy the underlying intent of the combat exclusion definition.
- (b) HHC, BRIGADE, SEPARATE AIRBORNE BRIGADE AND AIRBORNE DIVISION (TOE 57-042, 102). EWITA considered the purpose for having an airborne capability in the HHC's of separate and divisional airborne brigades, but could not find sufficient evidence that all HHC personnel would participate in the air assault phase. It was not clear that all will enter the airhead. Additionally, the only women who will be assigned to this unit will be airborne volunteers.

WE JOH WITH PHANT OF THE O'M PER

2. Recommendations.

- (a) That HHB and service batteries, cannon FA battalions be opened to women.
- (b) That the HHC of airborne brigades be open to women, subject to determination of positions that do not normally enter the airhead until after linkup.

d. Category I Units That Should Be Opened.

1. Findings. Based on EWITA analysis, there is no basis for closing the units listed at Figure 2.3.2.3.

UNIT TITLE	TOE
ASLT SUP HEL CO, ASLT SUP HEL BN, AMBL DIV	1-167
NBC DEFENSE CO	3-087
HHD CHEM SMOKE GEN BN	3-266
CHEM SMOKE GEN CO	3-267
BTRY & HHB SVC HJ AR/INF MECH DIV	6-176, 177
HHB DIVARTY (ALL TYPES)	6-201, 302
TGT ACO BTRY, DIVARTY (LESS RADAR & SURVEY SECTIONS)	6-307
HHB BN FA GRP	6-401
USA FA WARHEAD SUP DET	6-500
HHB SVC & LINE BTRY, HONEST JOHN BNS	6-526, 527
HHB, SVC & LINE BTRY, LANCE BNS	6-596, 597, 599
HHB, SVC & LINE BTRY, PERSHING BNS	6-616, 617, 619
HHB & AVN BTRY, AMBL DIVARTY	6-701, 702
	7-107, 17-102, 37-102 77-102
HHC ASLT HEL BN ABN DIV	7-256
	7-520
HHC, BDE, INF/MECH/ARMOR/AASLT DIV	7-U42, 37-U42, 67-U42, 17-U42
HHT, AIR CAV CBT BDE	17-202
MI CO, AERIAL SURVEILLANCE	30-128
HHB & LINE BTRY, HAWK BN (ALL TYPES)	44-236, 237, 246, 247, 256, 257, 266, 267
SA ADA MISSILE WARHEAD SUP ORG	44-500, 510, 520
HHB & LINE BTRY, NIKE-HERCULES BN	44-536, 537
	11 - 300, 301
TRANS MED HEL CO, TRANS MED HEL BN	55-167
HHC CBT AVN BN ABN/INF DIY	57-U56 Deat (a)
AVN GS CO, CBT AVN BN, ABN/INF DIV	57-058

Figure 2.3.2.3. Category I Units That Should Be Opened.

- 2. Recommendation. That all Category I units at Figure 2.3.2.3 be opened to women
 - e. Use of Unit Categories for Assignment of Women.
- 1. Finding. A detailed discussion is at Annex 3, Appendix A-2. There is an insufficient basis for revising the list of Category I units or subdividing into Category Ia and Ib based on the EWITA recommendations on the assignment of women.
- 2. Recommendation. That the Army discontinue use of unit categorizations (I, II and III) as a basis for personnel assignment of ed considerations are argined

the state of the state of the design of the state of the

光油 漱口 红色

CHANGE TO THE DISTRIBUTION OF THE PARTY OF T

procedures were considered overing the Leaffe, and not as 6 on the 4 for the decision of the factorial decisions by 1905, the septimes observated the factorial are added to added the septimes are added to added the septimes as A.V. The days retail the

there that the military of the state of the same and the sections of the sections of the sections and the sections is the sections of the section of

A. the substitute and tomore so reaction each substitute and corner tentos agaratera era parteratata Afte ana an benza dertacaracemen

the boltomer attack out the factor of the area

. What side Army.

separately. The most constraining ractor in terms of Female Content

but ings but affit agmitted to

- 2.3.3. OBJECTIVE 3. Analyze and apply force management procedures to determine the total number of interchangeable positions that could be filled by women. Calculate the maximum female content of each MOS, as a result.
- 2.3.3.1. Determination of Maximum Female Content by MOS.
 - a. Methodology.
- 1. Procedures currently used by Department of Army for computing maximum female content are indicated below. Established formulas are used to compute rotation base and career progression. The factors related to each of the three considerations are applied to each MOS separately. The most constraining factor in terms of female content in a given MOS is selected as the governing consideration.
 - ROTATION BASE
 - CAREER PROGRESSION
 - DERIVED MANAGEMENT FACTORS (combined into one applied factor)
- 2. In determining the maximum number of interchangeable positions for each MOS/specialty, the EWITA considered:
 - ROTATION BASE
 - CAREER PROGRESSION
 - OTHER MANAGEMENT FACTORS
- 3. Wartime personnel losses and contingency reclassification procedures were considered during the EWITA, but not as a criteria for determining the maximum female content by MOS. The wartime personnel loss considerations are addressed in Appendix A-3. The data resulting from the casualty calculations were considered in the final recommendations of EWITA concerning the total number of women that should be in the Army.
- 4. The calculations applicable to rotation base and career progression based on the WITA evaluation are explained below:

(a) Rotation Base. The primary concern in computing the rotation base is to insure a minimum of 24 months in CONUS between long and short tours for those male soldiers who must fill the open MOS/specialty positions in closed units overseas.

CONSIDER

- Results of objectives 1 and 2 by MOS/specialty, grade, and geographical location (overseas or CONUS).
- L Number of open MOS/specialty positions by grade in closed units in long tour areas overseas.
- S Number of open MOS/specialty positions by grade in closed units in short tour areas overseas.
- C Number of open MOS/specialty positions by grade in CONUS units.
- Desired CONUS tour length is 24 months; average long tour length is 30 months; average short tour length is 12 months.
- (1) A calculation is required to determine:

F - Number of females by grade for each MOS/specialty without decreasing male CONUS tour length below 24 months.

(2) The applicable formula is:

(FOR EACH GRADE)

- (3) Once the number of females for each MOS/specialty by grade is determined, calculate:
 - R number of positions that must be male only by grade for each MOS/specialty to insure minimum 24 months CONUS tour.

- (4) The applicable formula: R = C F
- (b) <u>Career Progression Requirements</u>. The career progression computation is accomplished to insure reasonable career progression prospects for those male soldiers who must fill the open MOS positions in closed units.

CONSIDER

- A Number of authorized positions by grade for each MOS/specialty.
- B Number of open positions in closed units by grade for each MOS/specialty.
- (1) Calculations are required to determine:
 - N Ratio of total open MOS/specialty positions in closed units by grade to the total MOS/specialty content by grade.
 - I Total number of MOS/specialty positions that must be set aside within each open MOS/specialty to provide career progression for male incumbents in closed units.
- (2) The applicable formula to calculate the MOS/specialty ratio by grade:

 $N = \frac{B}{A}$

(3) Use the largest value of N derived from the MOS/specialty ratio by grade caculations to determine the number of positions that must be set aside by grade for males within each open MOS/specialty. The formula is:

I = A (N) - B

max

(FOR EACH GRADE)

to who sies so that they have so seems a

- 5. Number of Interchangeable Positions and Maximum Female Content.
- (a) Determine the number of interchangeable positions for each MOS/specialty as follows:

NUMBER OF INTERCHANGEABLE POSITIONS BY MOS/SPECIALTY

EOUALS

NUMBER OF POSITIONS AUTHORIZED BY MOS/SPECIALTY

MINUS

NUMBER OF POSITIONS IN CLOSED UNITS BY MOS/SPECIALTY

- (b) Review the calculations by grade for the male only positions within each open MOS/specialty that must be set aside to insure proper rotation base and promotion prospects for these males who must fill open MOS/specialty positions in closed units. Select the largest number of positions that must be set aside within each MOS/specialty by grade, based on either rotation or promotion considerations.
- (c) Add the largest number of positions that must be reserved for each MOS/specialty by grade to determine the total number of positions that must be reserved as male only for that MOS/specialty.
- (d) Determine the maximum female content for each MOS/specialty as follows:

MAXIMUM FEMALE CONTENT BY MOS/SPECIALTY

EQUALS

TOTAL NUMBER OF INTERCHANGEABLE POSITIONS BY MOS/SPECIALTY

MINUS

TOTAL NUMBER MALE ONLY POSITIONS BY MOS/SPECIALTY
BASED ON ROTATION/PROMOTION FACTORS

20-8

(e) Calculate the maximum percentage of females in each MOS/specialty as follows:

MAXIMUM FEMALE PERCENTAGE BY MOS/SPECIALTY

EQUALS

MAXIMUM FEMALE CONTENT BY MOS/SPECIALTY

DIVIDED BY

NUMBER OF POSITIONS AUTHORIZED BY MOS/SPECIALTY

- b. Findings.
- 1. The number of interchangeable positions and maximum female content by MOS/specialty determined by the above procedures are listed in Tables 2.3.3.1, 2.3.3.2, and 2.3.3.3 below.

nethern been and reministen prospects for chese eater on meet stated and executive surgers.

number of consistent that east we set werde editain each was received by grade, taked on either receives or presented considerations.

tel And the largest diabet of positions that meet no recorded to describe the NOS/AGETAL RESIDENCE OF POSITIONS that much be reserved as male unity for that mist be reserved as male unity for that

the Deterates the was law Vehille contess for each fill (1987-1915)

YT LAZONSKU DE TEST VED BUNGST HERELIAN

TOTAL SUBBRANCE OF THE PROPERTY OF THE PROPERTY ON SUBBRANCE OF THE PROPERTY O

TELEFORM MARK THE COLON PROSECULAR OF THESE PROPERTY.

PASSO ON ROTATIONAPRIOMOTICAL PACTORS

			NUMBER OF POSITIONS	ITIONS	MAX	MAXIMIM
SSI MOS TITLE	AUTH- ORIZED	CLOSED	INTER- CHANGEABLE	R-	FEMALE	
The state of the s	100 M		AND STREET STREET TO STREET	FACTURS	NUMBER	PERCENT
148 SHORAD OFFICER	2290	693	1597	715	882	39
15 AVIATION	3016	740	2276	851	1425	4.7
21 ENGINEER	3080	1479	1601	1246	355	12
25 SIGNAL OFFICER	2190	242	1948	454	1494	38
35 TACTICAL/STRATEGIC INTELLIGENCE	1716	314	1402	1334	89	2
41 PERSONNEL MANAGEMENT	2528	12	2501	20	2481	3 8
45 COMPTROLLER	466	8	463	ä	452	97
48 FOREIGN AREA OFFICER	1548	470	1078	886	96	99
SS LEGAL	1407	8	1404	2	1402	86
56 CHAPLAIN	1293	18	1212	88	1129	87
GUE GENERAL MEDICAL OFFICER	315	34	182	3.5	259	85
61N FLIGHT SURGEON	101	S	\$	G	91	3
67B FIELD MEDICAL ASSISTANT	45.	175	694	201	368	49
71A AVIATION MATERIAL MANAGEMENT OFFICER	241	29	474	89	406	7.5
74A CHEMICAL OFFICER	4 06	4	402	s	397	86
Wind Control of the C		Province National				

TABLE 2.3.3.1. NUMBER OF INTERCHANGEABLE POSITIONS AND MAXIMUM FEMALE CONTENT BY OFFICER SPECIALTY.

			NUMBER OF POSITIONS	ITIONS	MAXIMUM	MUM
SSI MOS TITLE	AUTH- ORIZED	CLOSED UNITS	INTER- CHANGEABLE	DECREMENTED FOR ROTATION/PROMOTION	FEMALE	LE
				FACTORS	NUMBER	PERCENT
77 TANK GROUND MOBILITY MANAGEMENT	27.5	16	759	56	733	8
92 LOGISTICS SERVICE MANAGEMENT	2334		2328	a	2319	66
			1000		100	
· · · · · · · · · · · · · · · · · · ·			i e e e e e e e e e e e e e e e e e e e			
Control with the state of the s			ide St. Gr.			
		promise and				
					and the second	
				\$2.00 m	9	
			5,000			
		- Marie	5.90			
				7	2) 100	
						7
Store and loth	ing and			- (iv		\$6 \$2 20
District Control of the Control of t						
				**************************************	1	
			e de la companya de l	7 79 6 M	\$ 10 miles	

TABLE 2.3.3.1. NUMBER OF INTERCHANGEABLE POSITIONS AND MAXIMUM FEMALE CONTENT BY OFFICER SPECIALTY (continued).

SSI	MOS TITLE	AUTH- ORIZED	CLOSED	CHANGEABLE ROTA	DECREMENTED FUR ROTATION/PROMOTION	FEMALE CONTENT	FEMALE
-	SEE STREET, MARKET IN THE PROPERTY.	Market A		ST PERSON SE	FACTURS	NUMBER	PERCEN
1004	P1LOT, 0M-58	699	9/	593	45	548	82
1008	PILOT, AM-16	2861	1070	1791	699	1222	42
103A	AVIATION TECHNICIAN	180	34	146	14 70%	132	74
Z11A	FIELD ARTILLERY RADAR TECHNICIAN	129	25	75	22	83	.
9	224B CHAPARRAL/VULCAN SYSTEM TECHNICIAN	2	2	(A) 1/7 1/8 3	9	9	э
521	UTILITIES OPERATIONS AND MAINTENANCE TECHNICIAN	57	16	7		35	74
621	ENGINEER EQUIPMENT REPAIR TECHNICIAN	292	11	151	35	101	<u>్ల</u>
631	AUTOMOTIVE MAINTENANCE TECHNICIAN	685	163	525	**************************************	448	89
632	AUTOMOTIVE REPAIR TECHNICIAN	279	-	278	97 T	278	86
721	TELECOMMUICATIONS TECHNICIANS	286	.	283	9	283	8
761	UNIT SUPPLY TECHNICIAN	829	130	498	99	432	69
911	MILITARY PHYSICIANS ASSISTANT	275	141	134	99	78	82
941	FOOD SERVICE TECHNICIAN	201	M	198	2	196	86

TABLE 2.3.3.2. NUMBER OF INTERCHANGEABLE POSITIONS AND MAXIMUM FEMALE CONTENT BY WARRANT OFFICER MOS.

A CONTRACTOR OF THE

MOS	MOS TITLE	AUTH- 081750	CLOSED	INTER- CHANGEABLE	DECREMENTED FOR	FEMALE CONTENT	INUM ILE IFINT
10 mg		Sec. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	NO STORY TO STORY		FACTORS	NUMBER PE	PERCENT
DOE	RECRUITER/CAREER COUNSELOR	1669	235	95/9	585	6174	88
3	RACE RELATIONS/EQUAL OPPORTUNITY SPECIALIST	789	77	m	28	749	8
200	COMMAND SERGEANT MAJOR	1175	207	896	8	884	75
950	RADIO OPERATOR	1326	495	831	989	245	18
050	RADIO TELETYPE OPERATOR	2020	136	1884	179	1705	84
350	VOICE RADIO OPERATOR	2653	179	1982	317	1665	63
USF	RADIO TELETYPE OPERATOR (NON-MORSE)	4458	929	3782	330	3452	7
16H	ADA OPNS & INTEL ASSISTANT	949	17	932	29	903	95
35	DEFENSE ACQUISITION RADAR CREWMAN	544	360	184	165	61	8
178	FIELD ARTILLERY RADAR CREWMAN	902	281	425	121	304	4 3
24M	VULCAN SYSTEM MECHANIC	300	75	522	681	9	٥
24N	CHAPARREL SYSTEM MECHANIC	237	217	70	99	0	5
268	WEAPONS SUPPORT RADAR REPAIRMAN	234	\$	180	102	82	33
318	FIELD COMMUNICATIONS ELECTRONIC EQUIPMENT MECHANIC	2270	1160	1110	619	491	8

TABLE 2.3.3.3. NUMBER OF INTERCHANGEABLE POSITIONS AND MAXIMUM FEMALE CONTENT BY ENLISTED MOS.

14.1

ENL ISTED

SQ	HOS E MOS TITLE	AUTH- OR1ZED	CLOSED	INTER- DEC CHANGEABLE ROTA	DECREMENTED FOR ROTATION/PROMOTION	FEMALE CONTENT	INUM PLE PNT
					FACTORS	NUMBER	PERCENT
911	31G TACTICAL COMMUNICATIONS CHIEF	2540	121	696	871	*	. .
115	31S FIELD GENERAL COMSEC REPAIRMAN	909	9	900	3	497	86
3	31U TACTICAL COMSEC MAINTENANCE CHIEF	150	3	147	S 454	146	66
711	312 AREA COMMUNICATIONS CHIEF	1099	æ	1096		1001	8
*	35K AVIONICS MECHANIC	555	130	425	26	349	63
36	TACTICAL WIRE OPERATIONS SPECIALIST	9574	3749	5825	1950	3875	\$
#	METAL WORKER	1567	392	1175	260	915	88
#	MACHINIST	460	87	373	91	282	19
*	65K TANK TURRET REPAIRMAN	978	89	910	412	498	- 21
35	TANK TURRET MECHANIC	637	894	169	207	0	3
456	SHERIDAN TURRET MECHANIC	246	=	135	83	25	12
45R	MISSILE TANK TURRET MECHANIC	116	\$	32	57 TS	0	0
214	CONSTRUCTION AND UTILITIES WORKER	602	269	33	278	•	•
518	CARPENTER NO 2567 11 121	1541	1506	35	511	9	3
3	51C STRUCTURES SPECIALIST	281	235	94	105	0	0

TABLE 2.3.3.3. NUMBER OF INTERCHANGEABLE POSITIONS AND MAXIMUM FEMALE CONTENT BY ENLISTED MOS (continued).

			NUMBER OF PUSITIONS	LITUMS	MAXIMUM	MUM
MOS TITLE	AUTH- ORIZED	CLOSED	INTER- CHANGEABLE	ROTATION/PROMOTION FACTORS	CONTENT	LE ENT DEDCENT
510 MASON	249	212	37	112	_	
	5		T. 1	77		0
	X	\$		8	3	71
51G SOILS ANALYST		63	22	8	2	0
51H CONSTRUCTION FOREMAN	1046	581	465	304	161	15
51J HEATING AND VENTILATION SPECIALIST	212	22	190	16	174	85
51K PLUMBER	629	526	103	189	э	3
51N WATER SUPPLY SPECIALIST	189	610	81	229	•	3
51P UTILITIES FOREMAN	241	15	226	5	217	8
51R ELECTRICIAN	286	812	175	294	Э	o
528 POWER GENERATOR EQUIPMENT OPERATOR/MECHANIC	7188	2236	4952	1038	3914	54
52D POWER GENERATION EQUIPMENT REPAIRMAN	1664	8	1662	٥	1662	66
54E CHEMICAL STAFF SPECIALIST	2260	11.7	1983	178	1805	80
558 AMMUNITION SPECIALIST	2103	86	2008	99	1948	93
62B ENGINEER EQUIPMENT REPAIRMAN	4462	2410	202	1323	729	16

NUMBER OF INTERCHANGEABLE POSITIONS AND MAXIMUM FEMALE CONTENT BY ENLISTED MOS (continued). TABLE 2.3.3.3.

NOS	MOS TITLE	AUTH- ORIZED	CLOSED	NUMBER OF POSITIONS INTER- DEC CHANGEABLE ROTA	DECREMENTED FOR ROTATION/PROMOTION	MAXIMU FEMALE CONTEN	MAX IMUM FEMALE CONTENT
	u i				FACTORS	NUMBER	PERCEN
62C	ENGINEER MISSILE EQUIPMENT SPECIALIST	340	112	228	78 Z6	981	
9	ASPHALT EQUIPMENT OPERATOR	179	108	n	43	88	16
62E	CRAMLER TRACTOR OPERATOR	939	27.3	166	294	٥	3
62F	CRANE OPERATOR	876	396	480	389	16	2
929	QUARRYMAN	180	110	2	95	20	=
62H	CONCRETE PAYING EQUIPMENT OPERATOR	119	%	2	\$	3	9
620	GENERAL CONSTRUCTION MACHINE OPERATOR	634	564	70	239 955	904 3 1004 (1014)	3
62K	GRATER OPERATOR	\$	295	106	124	٥)
129	WHEELED TRACTOR OPERATOR	425	312	113	138	5	э
62M	R/T FORKLIFT AND LOADER OPERATOR	2000	778	1222	896	254	13
62N	CONSTRUCTION MACHINE SUPERVISOR	505	247	528	116	142	38
638	WHEEL VEHICLE MECHANIC	13617	3085	10532	1397	9135	29
930	TRACK VEHICLE MECHANIC	10514	6613	3901	3723	178	05
63F	RECOVERY SPECIALIST	3368	1808	1560	573	786	29

TABLE 2.3.3.3. NUMBER OF INTERCHANGEABLE POSITIONS AND MAXIMUM FEMALE CONTENT BY ENLISTED MOS (continued).

ENLISTED

	This court control of the second	AUTH-	CLOSED	NUMBER OF POST	LI LONS	MAXIMU	MAX I MUM
MOS	MOS TITLE	ORIZED	UNITS	CHANGEABLE	ROTATION/PROMOTION FACTORS	CON	CONTENT BER PERCENT
636	FUEL AND ELECTRICAL SYSTEMS REPAIRMAN	748	-	747	D	747	66
HE9	AUTOMOTIVE REPAIRMAN	5830	7	5823	30	5815	8
2 E9	MECHANICAL MAINTENANCE SUPERVISOR	893	132	761	\$	697	78
940	MOTOR TRANSPORT OPERATOR	19076	5218	13858	. 2880	10978	28
9/9	U-8/U-21 AIRPLANE REPAIRMAN	744	81	726	995	899	8
N/9	UN-1 HELICOPTER REPAIRMAN	4274	1580	2694	821	1873	\$
7.9	OH-6/OH 58 HELICOPTER REPAIRMAN	2100	964	1604	535	1069	21
M/9	CH-54 HELICOPTER REPAIRMAN	682	63	619	. 45	574	\$
VL9	AH-16 HELICOPTER REPAIRMAN	1752	88	898	, 421	447	92
7119	AIRCRAFT MAINTENANCE SENIOR SGT	1459	287	1172	179	993	89
889	AIRCRAFT TURBINE ENGINE REPAIRMAN	989	8	009	110	490	п п
99	AIRCRAFT POWERTRAIN REPAIRMAN	313	100	213	107	106	34
- B99	AIRCRAFT ELECTRICIAN	359	₩	311	18 ⅓	230	64
989	AIRFRAME REPAIRMAN	1316	207	1109	142	296	73

TABLE 2.3.3.3. NUMBER OF INTERCHANGEABLE POSITIONS AND MAXIMUM FEMALE CONTENT BY ENLISTED MOS (continued).

ENLISTED

0.50	1 GARMAN 2 3 CO		NUMBER OF POS	POSITIONS	MAXIMUM	MOM
MOS TITLE	AUTH- ORIZED	CLOSED	INTER- CHANGEABLE	DECREMENTED FOR ROTATION/PROMOTION FACTORS	FEMALE CONTENT NUMBER PE	NLE TENT PERCENT
68H AIRCRAFT HYDRAULICS REPAIRMAN	251	43	802	745	991	99
68J HELICOPTER MISSILE SYSTEMS REPAIRMAN	72	8	649	9/	573	28
68K AIRCRAFT COMPONENT REPAIR SUPERVISOR	3	37	104	33	81	23
68M HELICOPTER WEAPONS REPAIRER	929	275	351	196	155	52
710 LEGAL CLERK	11511	235	1276	929	009	₽
71L ADMINISTRATIVE SPECIALIST	9416	877	8638	6288	2350	52
71M CHAPLAINS ASSISTANT	1416	99	1350	26	1274	8
71P FLIGHT OPERATIONS COORDINATOR	1209	143	1066	162	904	. 27
72E TELECOMMICATIONS CENTER SPECIALIST	0988	o	8851	ets	8847	86
730 ACCOUNTING SPECIALIST	469	æ	466	0	466	86
758 UNIT CLERK	4595	968	3699	2864	835	18
75Z PERSONNEL SENIOR SGT	2807	364	2443	638	1805	89
760 MATERIAL SUPPLYMAN	12465	1980	10485	1497	8868	72
767	88	9	22	8	19	89

TABLE 2.3.3.3. NUMBER OF INTERCHANGEABLE POSITIONS AND MAXIMUM FEMALE CONTENT BY ENLISTED MOS (continued).

SOM SOM	AUTH- OR17FD	CLOSED	INTER- DEC CHANGEABLE ROTA	DECREMENTED FOR ROTATION/PROMOTION	FEMALE CONTENT	LE FINT
				FACTORS	NUMBER	PERCENT
76W PETROLEUM SUPPLY SPECIALIST	5862	1387	1599	1041	955	19
76Y UNIT SUPPLYMAN	18004	5216	12788	2628	10160	95
76Z SENIOR SUPPLY SGT	1189	9	1183	9	1178	66
81B CONSTRUCTION DRAFTSMAN	374	148	526	86	158	42
81C CARTOGRAPHIC SPECIALIST	152	П	234	3	174	69
81E ILLUSTRATOR	381	8	373	5	364	96
82B CONSTRUCTION SURVEYOR	992	197	69	28	#	3
82C FIELD ARTILLERY SURVEYOR	2760	1505	1255	582	673	\$
848 STILL PHOTOGRAPHER	812	16	962	21	775	95
918 MEDICAL SPECIALIST	16463	5522	10941	4394	6547	₽
91C CLINICAL SPECIALIST	4835	470	4365	702	3663	92
93H AIR TRAFFIC CONTROL TOWER OPERATOR	929	8	606	4 CS	898	83
94B FOOD SERVICE TECHNICIAN	20695	8375	12320	4111	8209	40
968 INTELLIGENCE ANALYST	1340	245	1095	464	631	47
960 IMAGE INTERPRETER	607	m	604	3	604	66
		`				

TABLE 2.3.3.3. NUMBER OF INTERCHANGEABLE POSITIONS AND MAXIMUM FEMALE CONTENT
BY ENLISTED MOS (continued).

三年 新

2. The theoretical maximum number of positions that could be filled by women considering the current force structure is reflected in Table 2.3.3.4.

va seksilangser 750 di narahan makas	NUMBER OF POSITIONS			
TYPE POSITION/ FACTOR	OFFICERS	WARRANT OFFICERS	ENLISTED	
FORCE STRUCTURE (Minus)	73,700	12,600	589,200	
CLOSED POSITIONS (Equals)	19,600	3,100	261,700	
INTERCHANGEABLE POSITIONS (Minus)	54,100	9,500	327,500	
PROMOTION/ROTATION DECREMENT (Equals)	5,700	900	47,700	
OPEN POSITIONS (Mi nus)	48,400	8,600	279,800	
CASUALTY RECLASS ROMTS	U	000,000	120,100	
THEORETICAL MAXIMUM	48,400	8,600	159,700	

YTHES

catals for principle within the total area.

Service supports braches.

Samuel of teacher of the teacher

TABLE 2.3.3.4. Theoretical Maximum Female Content Considering Current Force Structure.

2.3.3.2. CONTINGENCY RECLASSIFICATION REQUIREMENTS.

A total of 120,100 positions were estimated for these requirements. This number should not be construed as a definite, fixed requirement. It is a possible factor only, and could vary widely if differing scenarios and/or assumptions are used. differing scenarios and/or assumptions are used. (See Appendix A-3 for a detailed discussion of the reclassification requirements based on a European scenario.)

2.3.3.3. OTHER MANAGEMENT FACTORS

- a. Significant management problems are associated with reaching a total of 159,700 women by 1983, such as housing, clothing and equipment, pregnancy, forcing males out of currently held MOS, and other job equity considerations.
- b. The female content in 100 of the 585 open MOS (established by EWITA analysis) is limited by career progression and/or rotation considerations.
- c. In 117 of the 585 open MOS (established by EWITA analysis), the positions are 100% interchangeable (Table 2.3.3.5). In order to reach a 159,700 female enlisted force, the 117 MOS would have to be closed to men and the male incumbents reclassified. In addition, the male content of the remaining open MOS would have to be closely managed. Considering this and other known constraints, the ceiling of 159,700 should not be interpreted as more than a theoretical and thus unrealistic maximum.
- d. The estimate of the number of qualified females available to the Army ranges from approximately 18,000 to 22,000 per year. Accession of more than 20,000 women annually in the next 5 years would require a reevaluation of enlistment standards for women and increase the probability of having to lower accession standards. Based on the assumption that current female entrance standards will be maintained, the projected female end strength by 1983 would not exceed 75,000. An approximate value, using 20,000 female accessions from FY 80-83, would result in a female end strength of 68,000 in 1983 by Department of the Army estimate.
- e. Based on FY 74-77 data, the attrition rate for females that are not high school graduates ranges from 55% to 70%. This is substantially higher than the 40% to 50% attrition rate for males that are not high school graduates.
- f. Officer accessions are based solely on end strength requirements for officers within the combat arms, combat support and combat service support branches. The current system of accessing officers is geared to meet these requirements on an equal basis from the three sources of officer input USMA, ROTC, and OCS. Recruitment for officers within the medical specialties is based on requirements within each specialty regardless of gender.
- g. The current system permits additional emphasis to be placed on procurement of women into the different officers programs as necessary. The system precludes a significant and sudden increase in the number of female officers.

- h. There currently is a limited number of female warrant officers and the number is not likely to appreciably increase in the next two to three years. For the increase to occur, there must first be an increase in the number of women in the senior noncommissioned officer ranks that feed the warrant officer MOS.
- i. In view of available data, there is no need to place limits on number of women assigned to Army units.

2.3.3.4. Recommendations.

- a. That female entrance standards not be lowered.
- b. That personnel managers concentrate on an equitable distribution of those women in the Army, rather than on the establishment of limits.
- c. That the total number of women that can serve in the Army constitute the only ceiling.
- d. That the new accession quota system be used only to control the maximum female content by MOS and to fence only those positions that must be filled by men.

1

- e. That the current system for accessing officers continue.
- f. That the Army not force feed women into the warrant officer ranks, but appoint personnel on a gender free basis as technical qualifications are met.
- g. That the Army test the hypothesis that supply and demand will eliminate the requirement for placing limits on the female content of units.
- h. That the Army not exceed 75,000 enlisted women by FY 1983 (Table 2.3.3.4).

W.

i. That impact of the Army's female enlisted force be reevaluated upon reaching 80,000.

公司标识 (A2000 Later) 129 (P 3) 100 39

Tracas denomber & alles M BMAR.

MENT THE THE PROPERTY OF THE

Saute 2 Ad dee. "emain Content of Cli with 100 Percent interchanges of

"Catalons as of O topor 1977.

MOS	TITLE	AUTHORIZED	OCT 77 FEMALE CONTENT NUMBER PERCENT	
U2B	Coronet or Trumpet Player	279	28	10
U2C	Baritone or Euphonium Player	80	4	5
U2D	French Horn Player	133	35	26
U2E	Trombone Player	159	9	6
U2F	Tuba Player	121	1 (SAN) 3 'NA	2
U2G	Flute or Piccolo Player	74	68	92
02H	Oboe Player	41	13	32
U2J	Clarinet Player	318	53	17
U2K	Bassoon Player	38	8	21
U2L	Saxophone Player	169	23	14
U2M	Percussion Player	96	11	11
U2N	Piano Player	48	8	17
U2P	Brass Group Leader	41	3	7
U2Q	Woodwind Group Leader	47		
U2S	Special Bandsman	799	73	36.9
U2T	Guitar Player	40	3	. 8
02Z	Enlisted Bandleader	41		. R project
U5G	Signal Security Specialist	374	94	25
21L	PERSHING Electronics Repairman	266	3	1
22K	HAWK Missile & Launcher Repair	33		-
22L	NIKE Test Equip Repairman	107	4	4

Table 2.3.3.5. Female Content of MOS with 100 Percent Interchangeable Positions as of October 1977.

MOS	TITLE	AUTHORIZED	OCT 77 FEMALE CONTENT NUMBER PERCENT	
22N	NIKE/HERC Missile Launcher Repair	160		
23N	NIKE Track Radar Repair	104	2	2
230	HAWK Fire Control Repair	8	1	13
235	HAWK Pulse Radar Repair	11		-
23T	HAWK Cont Wave Radar Repair	11		
230	NIKE HP Radar-Simulator Repair	42	2	5
23V	HAWK Maintenance Chief	ar paga farta		
23W	Radar Maint Super-Inspector	75	4	
248	HAWK Cont Wave Radar Mechanic	13	7-	
24C	IMP HAWK Fire Sec Mechanic	617	5-	
24D	HAWK Missile Launcher Mechanic	13		
24E	IMP HAWK Fire Control Mechanic	438		
24F	HAWK Fire Control Mechanic	10	is a to Though	
24G	IMP HAWK Info Coord Cent Mechanic	536	wij ne t	
24H	IMP HAWK Fire Control Repair	185	1	1
24J	IMP HAWK Pulse Radar Repair	215	4,,	2
24K	IMP HAWK Cont Wave Radar Repair	335	101/0300	1
24L	IMP HAWK Launch & Mech Sys Repair	232	N CY TO RA	
24P	Defense Acq Radar Mechanic	206	eacid [*] ea	
240	NIKE/HERC Fire Control Mech	337	201	1
2 4 U	HERCULES Elec Mechanic	428	3	1
24V	IMP HAMK Maintenance Chief	132		alexander

Table 2.3.3.5. Female Content of MOS with 100 Percent Interchangeable Positions as of October 1977 (continued).

MOS	TITLE	AUTHORIZED	OCT 77 Female Content	
			NUMBER	PERCENT
25D	Birdie Repairman	3		
25G	Mobile ADCP Monitor Repair	18	. 2 s n \ <u>2 s</u> 1 s	1193.
25H	Radar Data Proc Equipment Repair	2	24.0	
25J	Operating Central Repair	99	art <u>b</u> ad	79 <u>3.</u>
25K	AN/TSQ-51 Sys Repair/Maint Chief	77	5	6
25L	AN/TSQ-51 ADA G&C Sys Oper Repair	UNK .	tana. A <u>li</u> n	
26C	Combat Area Survey Radar Repair	395	38	10
26D	Ground Control Approach Radar Repair	130	30	23
26E	Aerial Survey Sensor Repair	UNK	12	1.000
26H	AD Radar Repair	97	(ao 11 <u>42</u> 1)	1 343.1
26K	Elec Warfare Equipment Repair	18	344 <u>18</u>)	
26L	Tactical Microwave Systems Repair	1083	185	17
26M	Airborne Survey Radar Repair	52	Stealt <u>se</u> t	
26N	Surveillance Infrared Repair	48	8 8 9 24 <u>112</u> 88	335_
26T	TV Equipment Repair	252	. 8	3
27B	Land Combat Sup Sys Test Specialist	201	6	3
27E	Wire Guided Missile Sys Repair	549	36601 22%	
27F	Chap/Vulc AD Systems Repair	374	THAN THE	Ars.
27G	REDEYE Missile System Repair	430 82	Austra Jan	JP%
27H	SHILLELAGH Missile System Repair	257	Desirable Company	975.1
27Z	LCSS-Missile Maintenance Chief	215	34941,4 <u>33</u> 11	gue !
28M	Anti-Ballistic Msl Maint Spec	UNK	35 at 1824	

Table 2.3.3.5. Female Content of MOS with 100 Percent Interchangeable Positions as of October 1977 (continued).

SECTION TO SECURITY OF THE SECTION O	3.01	OCT 77 FEMALE CONTENT		
MOS	TITLE	AUTHORIZED	NUMBER	PERCENT
310	PERSHING Comm Spec	109	1	1
31E	Field Radio Repairman	1002	98	10
31J	Teletypewriter Repair	1315	279	21
31L	Multichannel Comm Equip Repair	379	22	6
31N	Tactical Circuit Controller	808	101	13
31T	Field Systems COMSEC Repair	165	24	15
31W	Tactical Electronics Maint Chief	523	arc V Can	
32D	Fixed Sta Tech Controller	1059	161	15
32E	Fixed Plant Carrier Repair	372	30	8
32H	Fixed Station Radio Repair	448	47	10
335	EW/Intercept Systems Repair	884	45	5
34G	Fire Control Computer Repair	118	5	4
35B	Electric Instrument Repair	479	38	8
35H	Calibration Specialist	464	28	6
35L	Avionic Comm Equipment Repair	353	46	13
35M	Avionic Navigation Equip Repair	155	32	21
35P	Avionic Equip Maint Supervisor	241	I Down	
35R	Avionic Radar Equip Repair	95	6	6
36H	Dial Central Office Repair	875	91	10
41C	Fire Control Instrument Repair	492	81	16
41G	Surv Photo Equipment Repair	36	-	
41J	Office Machine Repair	93	6	6

Table 2.3.3.5. Female Content of MOS with 100 Percent Interchangeable Positions as of October 1977 (continued).

MOS	TITLE		OCT 77 FEMALE CONTENT	
		AUTHORIZED	NUMBER	PERCENT
42C	Orthotic Specialist	70	6	9
42D	Dental Lab Specialist	455	83	18
42E	Optical Lab Specialist	160	27	17
46N	PERSHING Elec-Mech Repairman	130	1	818 1
52H	NUC Power Plant Mech/Operator	40	etata (co	
52J	NUC Power Plant Elec/Operator	38	ustro s t	14 T
52K	NUC Power Plant Instr Operator	26	2 1 1	4
52L	NUC Power Plant Proc Control Spec	28	80 S 200	w.110 -
52M	NUC Power Plant Chief	53	25x -	1
71G	Medical Records Specialist	1261	298	24
91D	Operating Room Specialist	1471	370	25
91E	Dental Specialist	1791	743	41
91F	Psychiatric Specialist	385	98	25
916	Behavior Science Specialist	1016	270	27
91H	Orthopedic Specialist	243	58	24
91J	Physical Therapy Specialist	190	58	31
91L	Occupational Therapy Spec	69	21	30
91N	Cardiac Specialist	135	59	44
91P	X-Ray Specialist	962	271	28
91Q	Pharmacy Specialist	654	260	40
91R	Veterinarian Specialist	1105	247	22
915	Environmental Health Spec	590	177	30

Table 2.3.3.5. Female Content of MOS with 100 Percent Interchangeable Positions as of October 1977 (continued).

	the gives faced that impact on the	Ta mortfall A lag mid agos of com	FEM CON	77 IALE ITENT
MOS	TITLE	AUTHORIZED	NUMBER	PERCENT
91T	Animal Specialist	279	59	21
91U	ENT Specialist	149	75	50
91 V	Respiratory Specialist	201	28	14
91W	Nuclear Medicine Specialist	47	2	4
91Y	Eye Specialist	193	51	26
92B	Medical Lab Specialist	1855	695	37
95D	Assistant Special Agent	403	20	122 5 1
98C	EW/CPYPTO Traffic Analyst	1542	222	14

Table 2.3.3.5. Female Content of MOS with 100 Percent Interchangeable Positions as of October 1977 (continued).

DOTAGE FEBRUAR

B. Precoant

zaevyz "x

I make Hygiene

territor isnotion! .11

inguistic property the world are should

regman, (the Year on on particular particular access).

ted test total (200 /2100)

. ARMY & SMITH WEST BEHOME INCH

Indicated to leve injuries in lineases

Can work when this s go bed or constitions and are nowhere (1,0., extreme courses constitutions).

Can work although excessive emotions, engry, crystag or Lactholog uncontrollably engry.

2.3.4 Objective 4. Analyze all the other factors that impact on the utilization of women in the Army and formulate appropriate recommendations.

2.3.4.1. Methodology.

a. Identification of Issues. At the start of the evaluation, actions were taken to identify the major issues, explicit or implicit, perceived or real, which influence the utilization of women in the Army. The following list of 27 issues was developed by extracting concerns from previous studies; from open ended questions asked of a random sample of military people and, brainstorming sessions of all members of the study team.

I	S	SU	E
	20	NU VIII	

1. Strength

2. Big Enough

3. Hand Grip

4. Coordination

5. Arm/Leg Length

6. Physical Endurance

7. Menstrual Period

8. Pregnant

9. Female Hygiene

10. Profile

11. Emotional Control

12. Stress

EXPLANATION FEET STORY SAND IN THE SAND

Ability to move, lift or carry equipment.

Their body size is large enough for jobs to be done.

Hands are large and strong enough.

Ability to do job without fumbling or stumbling.

Can reach things with arms or legs.

Can work long periods, or vigorously without fatigue.

Female period (its effect on job performance).

Pregnant, (its effect on job performances at various stages).

Requirements for keeping clean (baths, etc.) and healthy.

Tendency to have injuries or illnesses that excuse one from a task.

Can work without excessive emotion, crying or becoming uncontrollably angry.

Can work when things go bad or conditions are severe (i.e., extreme environment).

13. Self Confidence	Ability to do the job well.
14. Gain Respect	Team members will do what female leaders order them to do.
15. Toughness	Can take or handle criticism and/or threats.
16. Aggressiveness	Can attack problems with initiative, and little supervision.
17. Mechanical Skill	Able to put together or operate mechanical equipment effectively.
18. Necessary skills	Has learned many basic job related skills at early age.
19. Same effort	Are as motivated to do the job as men, (will devote as much energy and attention to the job as men do.)
20. Female self image	Would not worry or become concerned about being less feminine on the job.
21. Leadership skills	Able to direct a team to do a task.
22. Sex fraternization	Use sex to gain favorable advantage in job or be misguided or distracted by male advances
23. Sole parents	Required to care for children without a husband, to the detriment of job accomplishment.
24. Team work waterains make to	Able to cooperate with others on a job to accomplish mission.
25. Should be assigned	Women should be in this unit; should be allowed in the job.
26. Can be	Women are <u>able</u> to do the jobs in the MOS or unit (are capable).
27. Disrupt males	Men can work as effectively if women were in the unit.

28-3

- b. <u>Literature Search</u>. An extensive literature search was conducted simultaneously with the development of the survey instruments. Subject related, annotated bibliographies were acquired and screened for books and articles of possible value in the analysis of objective 4. Selected literature was accumulated, cataloged, and made part of the WITA reference library (see references at Appendix L).
- c. <u>Literature Review</u>. A systematic literature review procedure was developed to insure a careful analysis of the reference materials. Literature was first reviewed for validity, and then for content by the action officer responsible for each issue. Research notes were accumulated and cataloged for use in developing monographs on each relevant issue.

d. Data Collection.

- (1) With the issues determined, a dual element survey, copies at Annex 1, Appendix B (questionnaire) and Annex 1, Appendix C (interview), was developed to obtain current attitudes and perceptions from the field concerning the utilization of women. The survey contained one representative statement for each unique issue to be evaluated. The two elements of the survey were interviews conducted with representatives of specific units and questionnaires administered to individuals from 59 selected MOS. A total of 7384 questionnaires were administered to soldiers in the selected MOS. In addition, students at the Sergeants Major Academy (191) and the Command General Staff College (802) completed questionnaires.
- (2) To gain insight into perceptions and attitudes of women prior to enlisting in the Army, interviews were held at three armed forces entrance and examining stations with women being enlisted. Follow up interviews were held during basic and AIT training (see Annex 1, Appendix A-4).
- e. Data Reduction. Upon receipt of the completed interview sheets and questionnaires, tables and figures were prepared indicating by category of respondents the percent of that population who perceived the issue as being a significant problem in the utilization of women. (For discussion of determination of significance, see Annex 3, Appendix B.) Tables 2.3.4.1 through 2.3.4.3 and Figures 2.3.4.1 and 2.3.4.2 reflect these results by population category.

27, Ofsendonales

trades their or which me had

SACRES AND SANDER OF SANDERS OF SANDERS

Superior State of the State of

ISSUE				Andrew Company
PREGNANCY	SOLE PAREN	ARENT	SHOULD ALLOW	ALLOW
PEACE WAR	PEACE	WAR	PEACE	WAR
		53	9	28
96 76	28	28	23	55
		46	22	22
		53	22	28
	9	15		43
90.6 92.4	49.8	52.2	56.8	54.2
90.	Company of the Compan	92.4	92.4 49.8	92.4 49.8 52.2

TABLE 2.3.4.1. Percent of Combat Arms Who See Issue as a Problem.

262282

ISSUE DANCING	STRENG	GTH	ENDURANCE	ANCE	PREGN	PREGNANCY	SOLE P.	SOLE PARENT	SHOULD ALLOW	ALLOW
OF SERVICE	PEACE	WAR	PEACE	MAR	PEACE	WAR	PEACE	MAR	PEACE	WAR
AS 25	និត	8.8		9	888	88 88				
£8\$	88	75 85			8838	228	50	2 26	(All re	(All responses below 33%
298	3	3 %			8 86	8668		}	factor	
Ea.		93 33 34	(NAC) (New York)		28.88	628				
OMBINED AVERAGE	58.0	60.6		99	78.7	79.3 48.5	48.5	49.5		

TABLE 2.3.4.2. Percent of Branches (Other than Combat Arms) Who See Issue as Problem.

State of the	BR	BRANCHES	BRANCH	CHES	AC	ACADEMY	ຮ	CGSC	ENL	ENLISTED	9F.	OFFICER	WARRANT OFFICER	CER	COME	AVERAGES
ISSUE	•	2	-		•	3	۵	=	۵	3	۵	3	Ь	3	Ь	3
NGTH	8.19	65.0	58.0 60.6	9.09		54		41		57.2					59.9	55
SIZE						46				48.7						47.
PANCE	51.6	86.8				58		44		40.8				7 07	7 13	65
					25	28		42	57.1	-	53.6	-	46.2	53.1	52.7	200
<u>ک</u>	9.06	92.4	78.7 7	79.3	72	88	72	85	80.5	-	94.9	9.96	87.4	95.8	82.3	88
PROFILES						3		8	48.7	42.0		53.1		52.0	40.7	54.6
ENOTION						28				53.2		56.4		50.5		54.
STRESS	Total Control					23				9.99		51.4		47.4		52.
JUGHINESS THE DECORAGE		is visited				49		48	43.5	-		54.2		52.4	43.5	55.
						:						42.4				42.
DOKE 331 VENESS						•				44.0		53.1		43.7		47.
IKE EFFORT						3	٠.	42		44.3				45.9		45
ELF IMAGE						\$:	34	45	41.9	53.0		50.8		47.3	37.9	8
ATERNIZATION						2		2	50.7		48.1	- 44 - 58 - 6	40 0	48.8	46.6	_
ALE PARENT	8.6	52.2	48.5 49.5	49.5	47	28	51	62	41.3		49.7	72.6	52.7	70.6	48.6	
3	8.99	54.2			43	65		48		55.5	41.4		41.6	61.0	45.7	-
CAPABILITY	The second second	Separate Sep	State of the same		of the Appellan	57	李 司教	47	Control Association	53 B		A 03		צעט		24

TABLE 2.3.4.3. Combined Population Percentages Who See Issue as a Problem in Wartime or Peacetime.

100

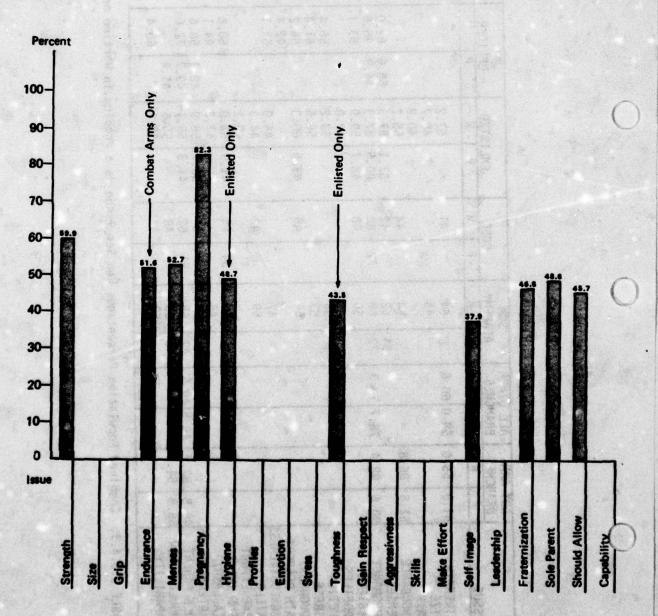


Figure 2.3.4.1 Combined Population Percentages who see Issue as a Problem in Peacetime.

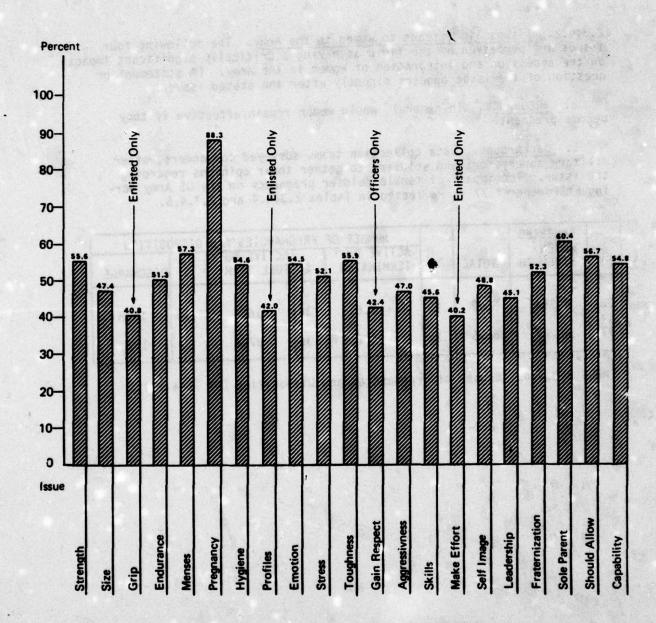


Figure 2.3.4.2 Combined Population Percentages Who See Issue as Problem in Wartime.

- 2.3.4.2. <u>Issues Significant to Women in the Army</u>. The following four issues are perceived by the field as having a critically significant impact on the accession and integration of women in the Army. (A statement or question of the issue appears directly after the stated issue.)
- a. $\frac{\text{PREGNANCY}}{\text{pregnant?}}$ In general, would women remain effective if they
- 1. Background. Data collection teams surveyed commanders, other military supervisors and soldiers to gather their opinions regarding the issue. The impact of female soldier pregnancy on the US Army during FY 76 and FY 77 is reflected in Tables 2.3.4.4 and 2.3.4.5.

	ENLISTED			NUMBER OF	PRE	GNANCIES AND	DISP	OSITION
FY	WOMEN STRENGTH	TOTAL	¥	ACTIVE DUTY TERMINATED		FULL TERM		DISCHARGE
76	40754	5027	12	1815	36	1654	33	1558
77	45237	6895	15	2471	36	2704	39	1720

TABLE 2.3.4.4. Number of Pregnancies and Disposition (FY 76 & 77).

DISPOSITION	FY 76 3/	FY 77 3/	TOTALS 3/
TERMINATED	ourse the original	43	i ar karta
TOTAL - English to the	1815	2471	4286
COST	\$272,250	\$370,650	\$642,900
LOST TIME 1/	\$110,914	\$151,002	\$261,916
FULL TERM	end The Entrace	Ry We was Andrew was I women.	to prove the second
TOTAL	1654	2704	4358
COST	\$1,654,000	\$2,704,000	\$4,358,000
LOST TIME 2/ COST	\$3,557,873	\$5,816,498	\$9,374,371
DISCHARGED		V0150	101 02 201 116
TOTAL	1558	1720	3278
COST	\$1,558,000	\$1,720,000	\$3,278,000
TOTAL COST PER FISCAL YEAR	\$7,153,037	\$10,762,150	\$17,915,187

DEST SERVICET

inet dat mark transport

EXECUTE 1 t of Arner Personal Control of the C

3/ BASED on average pay of 1/TERMINATE: 3 days lost 2/FULL TERM: 105 days lost grades E2,3,4 with over 3 yrs service for one day - \$20.37

TABLE 2.3.4.5. Cost to Army Per Pregnancy Disposition Category.

AND FORESTORY FROM THE RESPONDENCE OF SERVICE SERVICES AND SERVICES.

(1) The swinger time lost for a program with mon carrier Fig. 4 time for lost on 21 mosts. The Area of 12 is a sec. 2 to 4 time for 12 is a lost on 2 time for 12 time for 12

nowing villagioset one nomer thompson told partiest 4 to enter the

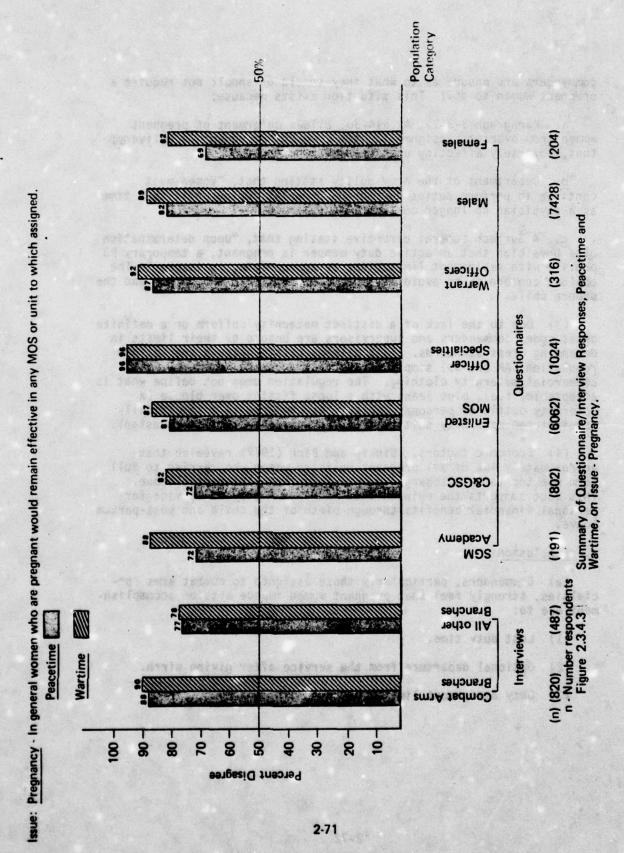
or berippost ton are the theoretical and at themself letterererand nertors has nore carefully demanding tasks. (See young finis

WENT TO SERVE

2. Findings.

- (a) Figure 2.3.4.3 displays by population category, the percent of population surveyed who disagree with the statement or questions of the issue.
- (b) As can be seen in Table 2.3.4.4, the Army is experiencing an increase in either the rate of sole parents, intra-service marriages, or both. This is evidenced by:
- (1) A 9% increase in total enlisted women strength between fiscal years 1976 and 1977.
- (2) Total pregnancies for fiscal year 1977 increased by 3% over fiscal year 1976. However, they are not increasing at the same rate (9%) as the total enlisted women strength.
- (3) For each fiscal year, 36% of the pregnant enlisted women terminated their pregnancies. Again, considering the total strength increase rate of 9%, fewer pregnancies were terminated in fiscal year 1977.
- (4) Table 2.3.4.4 also reveals that in fiscal year 1977 6% more pregnant women carried to full term.
- (c) A review of the results of the 22 issues determined by the surveyed population to be significant, as displayed at Figure 2.3.4.3, indicates that pregnancy is currently perceived as the greatest impediment to the full integration of women in the Army.
- (1) Service members assigned to the combat arms branches consider pregnancy to be a greater hinderance to mission accomplishment than do service members assigned to all other branches.
- (2) Officers and warrant officers in the field consider pregnancy to be a more significant problem than do enlisted personnel in the field, students at the Sergeants Major Academy or students at the Command and General Staff College.
 - (d) Contributing Factors to Respondents Perceptions.
- (1) The average time lost for a pregnant woman who carries full-term is 105 days or 21 weeks. The Army considers 10 weeks to be normal. During this absence, her duties, to include MOS/job related and duty roster related, must be performed by other assigned personnel.
- (2) There is a feeling that pregnant women are frequently given preferential treatment in job assignment and are not required to perform the more physically demanding tasks. (Some young field

第四回 图10 图10 图10 图20 图2 图2



commanders are unsure as to what they should or should not require a pregnant woman to do.) This situation exists because:

- \underline{a} . Paragraph 3-3(2), AR 614-30, allows deferment of pregnant women from overseas assignment until 8 weeks subsequent to delivery; thus, adversely affecting unit readiness posture.
- <u>b</u>. Department of the Army policy stating that, "Women must continue to perform duties during the prenatal period until such time as a physician no longer considers it feasible."
- c. A Surgeon General directive stating that, "Upon determination by a physician that an active duty member is pregnant, a temporary P3 profile with assignment limitations as appropriate, is issued." The obvious concern is to avoid any potential danger to the mother and the unborn child.
- (3) Due to the lack of a distinct maternity uniform or a definite dress code, commanders and supervisors are unsure of their limits in demanding dress standards. This dilemma exists because the uniform regulation (AR 670-30) simply states that pregnant women may wear commercial maternity clothing. The regulation does not define what is acceptable, i.e., blue jeans with a loose fitting over blouse (a maternity outfit of personal choice), as compared to a specifically manufactured maternity suit or dress (a maternity outfit by design).
- (4) Economic factors. Binkin and Bach (1977) revealed that approximately 40% of all pregnant enlisted women who carried to full term elected to be discharged upon return from post-partum leave. This fact supports the opinion that many women stay in service for personal financial benefits through birth of the child and post-partum leave.

3. Conclusions.

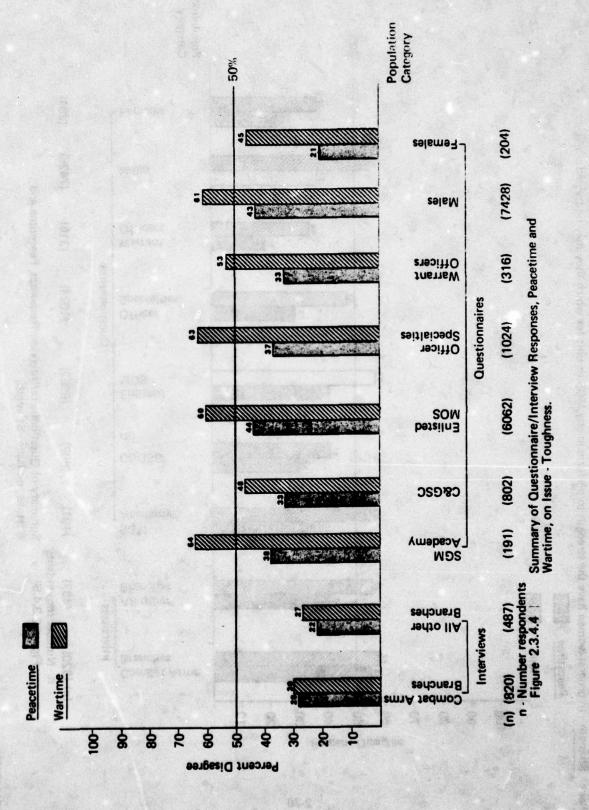
- (a) Commanders, particularly those assigned to combat arms specialties, strongly feel that pregnant women impede mission accomplishment due to:
 - (1) Lost duty time.
 - (2) Optional departure from the service after giving birth.
 - (3) Duty assignment limitations due to pregnancy.

- (4) Doubt regarding deployability overseas at critical times.
- (b) The Army does not have clear and distinct dress or utilization policies pertaining to pregnant women, thus presenting commanders with a dilemma. (Several commanders admit to instructing the women "to go home and come back after the baby is born.")
- 4. Recommendations. That the following policy regarding pregnant women be implemented.
 - (a) That one of two options be offered:
- (1) Involuntary separation upon determination by competent medical authority that due to pregnancy she is no longer deployable.
- (2) Absence without pay (except medical care) upon the same pregnancy determination that she is no longer deployable. The absence without pay will commence upon exhaustion of accrued leave.
- (b) In the event pregnancy terminates prior to the birth of a viable child, or the child does not survive, the service woman no longer falls under the above provisions.
- (1) If she is in an absence without pay status, this will be terminated and she will be returned to duty when physically able, as determined by competent medical authority.
- (2) If not able to return to duty for medical reasons, she will be discharged or retired under applicable regulations.
- (c) If the absence without pay option is selected, before the service member can return to duty she must show evidence that she is physically fit, and that formal child care arrangements (notarized statement by the natural and substitute parent(s)) have been made to permit her assignment or deployment to an area where dependents are not authorized.
- 5. Impact on Reserve Forces. The recommendations are compatible with the Reserve components except for paragraph 2.3.4.2a4(a). Since the medical expenses connected with pregnancy are not paid for by the government for the reserve woman paragraph 2.3.4.2a4(a)(1) is not applicable. The reservist is only paid for drills attended, therefore paragraph 2.3.4.2a4(a)(2) is not applicable. When a reservist is on active duty, cases are handled on an individual basis keeping in mind fairness to the Army and the soldier.
- 6. Impact on Accession of Women. Pregnancy has no direct impact on accession of women, but does critically impact on the integration of women in the areas of deployability and unit readiness.

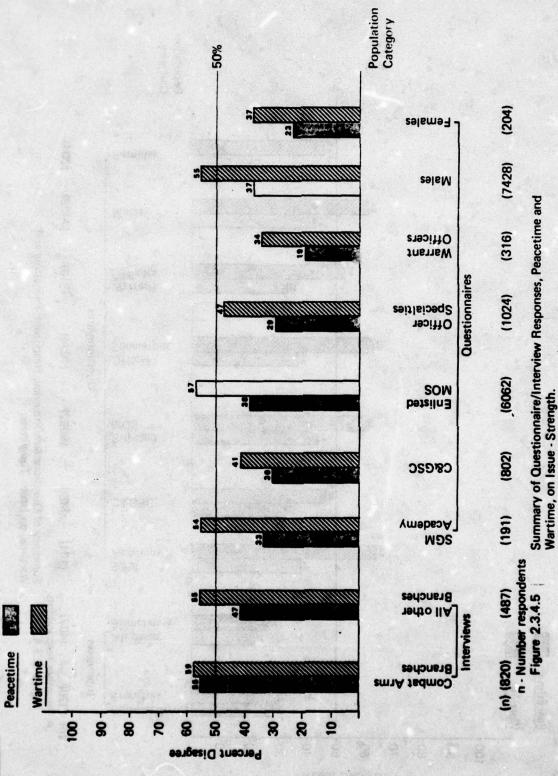
- 7. Source of Data.
- (a) Page 7A-1, DCSPER, DA "Women in the Army Study," Dec 76.
- (b) Interview comments.
- (c) DA, DCSPER Policy Letter (DAPE-MPE-PS) Memorandum, subject: Revised Policies for Pregnancy and Dependency Care, 7 Oct 77.
- (d) Surgeon General letter; subject: Report of Pregnancy, 14 Jul 77.
- (e) After Action Report, Senior Officer Leadership Seminar, Training and Management Center, (Leesburg, VA), 24-27 Jan 1978.
- (f) Binkin, M. and Bach, S. J., Women and The Military. The Bookings Institute, Washington, D.C.
- b. PHYSICAL CAPABILITIES. Do women have the physical strength, physical size, hand or grip size, coordination, arm or leg length, physical endurance and stamina, to be effective in any MOS or unit for which they may be trained and assigned?
- 1. Background. Prior to 1972 the question of whether women had the physical strength to perform the requirements of their MOS was never asked. There was less than 15,000 women in the Army and they served only in those MOS in which women had "traditionally" served. In 1972 the Department of the Army began looking toward abolishment of the graft and a truly volunteer force. The Volunteer Army and women's rights required that the role of women in the Army be reviewed and changes made. The expansion of the number of women in the Army not only increased the number of women but also opened many non-traditional MOS. In addition to their greatly expanded MOS role, women were assigned to TOE units in large numbers. Wholly MAC units were deactivated and the women were assigned to integrated units, going to the field, pulling guard duty and in general, being required to function in a much more physical environment. Problems began to surface almost immediately, and usually involved the question of the physical strength of women. No tests or research was undertaken to determine how much strength was actually needed for each MOS or whether women possessed the strength to perform the critical tasks of the MOS.
- 2. Findings. Figures 2.3.4.4 through 2.3.4.10 display the percent of sample, for population surveyed, who disagreed with the statement for each related issue.

dense y will in the years better them to not entropy to the company of the compan

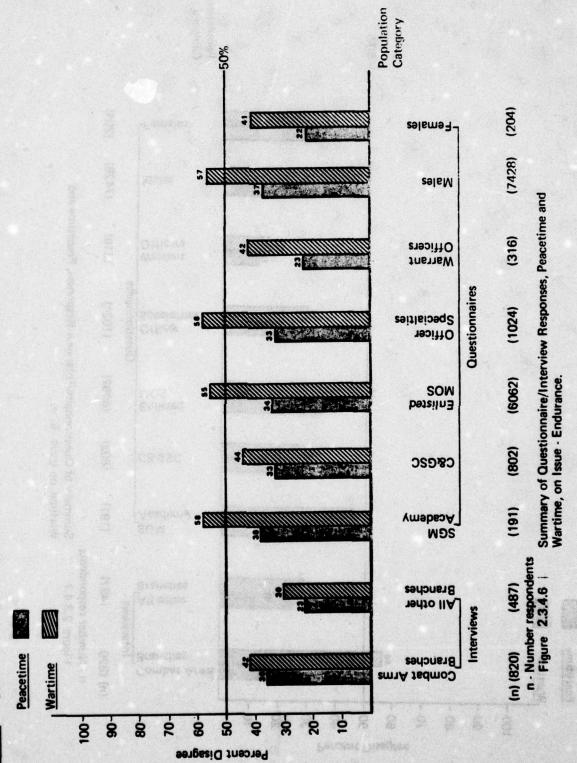
Issue: Toughness - In general women have the necessary toughness to do the job in any MOS or unit to which they may be assigned.



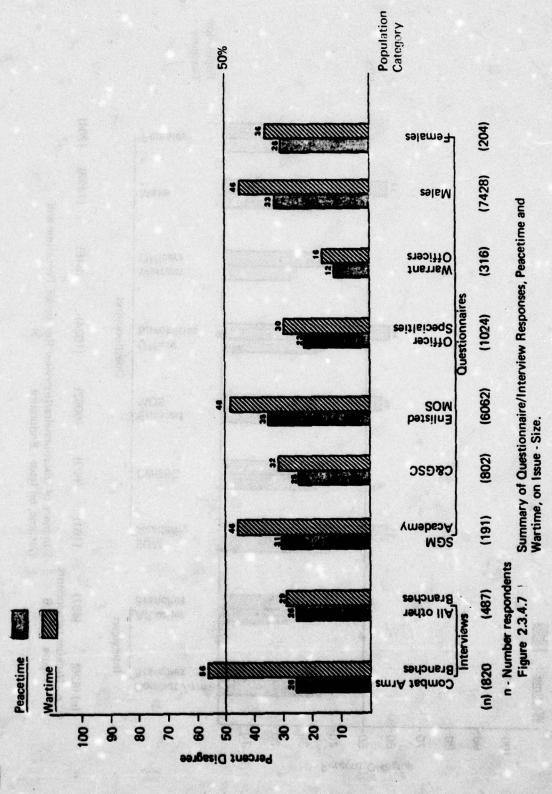


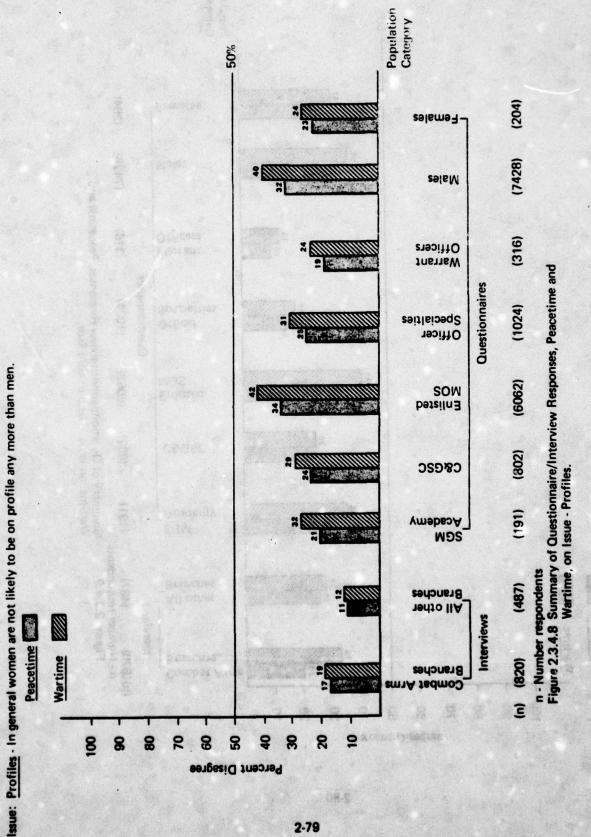


Issue: Endurance - In general women have the physical endurance required to perform in any MOS or unit for which they may be trained.

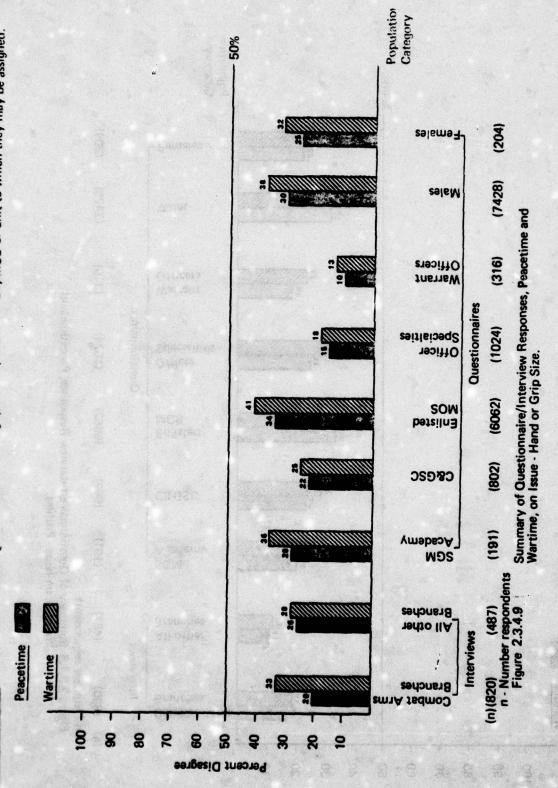


Issue: Size - In general women are physically big enough to be effective in any MOS or unit to which they may be assigned.

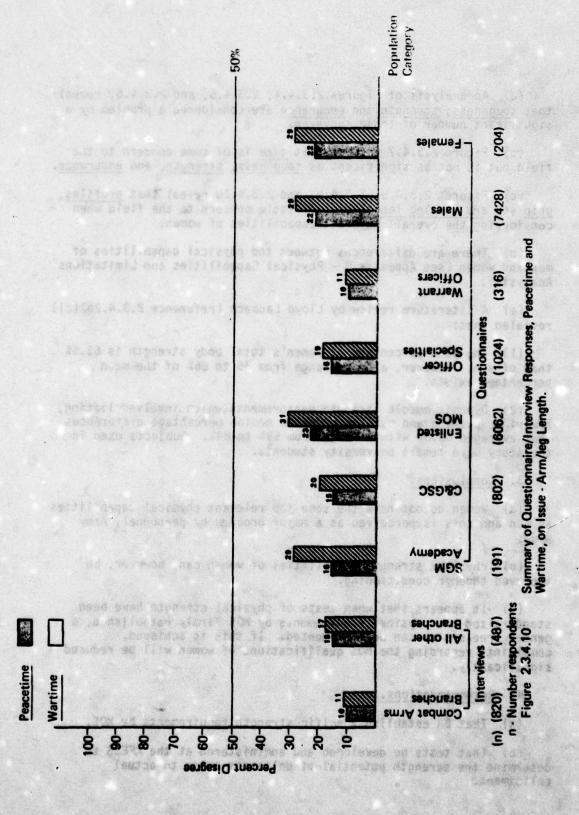




2-79



Issue: Arm/Leg Length - In general women have the required arm or leg length to perform in any MOS or unit for which they may be assigned.



- (a) An analysis of Figures 2.3.4.4, 2.3.4.5, and 2.3.4.6, reveal that toughness, strength and endurance are considered a problem by a significant number of those surveyed.
- (b) Figure 2.3.4.7 reveals that <u>size</u> is of some concern to the field but is not as significant as <u>toughness</u>, <u>strength</u>, and <u>endurance</u>.
- (c) Figures 2.3.4.8, 2.3.4.9, and 2.3.4.10 reveal that profiles, grip and arm and leg length are of little concern to the field when considering the overall physical capabilities of women.
- (d) There are differences between the physical capabilities of men and women (see Appendix D Physical Capabilities and Limitations Analysis).
- (e) A literature review by Lloyd Laubach (reference 2.3.4.2b7(c)) revealed that:
- (1) The mean percentage of women's total body strength is 63.5% that of men. However, a broad range from 35 to 86% of the mean percentage exists.
- (2) Dynamic muscle strength measurements which involved lifting, lowering, pushing and pulling revealed median percentage differences that averaged 68.8% with a range from 59% to 84%. Subjects used in the study were female university students.

3. Conclusions.

- (a) Women do not have the same job relevant physical capabilities as men and this is perceived as a major problem by personnel, Army wide.
- (b) Physical strength capabilities of women can, however, be improved through conditioning.
- (c) It appears that when tests of physical strength have been standardized and physical requirements by MOS firmly established, a gender free system can be implemented. If this is achieved, complaints regarding the MOS qualifications of women will be reduced significantly.

4. Recommendations.

- (a) That DA establish specific strength requirements by MOS.
- (b) That tests be developed and administered at the AFEES to determine the strength potential of enlistees prior to actual enlistment.

- (c) That the Army include in each MOS skill qualification test an assessment of physical capabilities to perform the critical tasks of the MOS and skill level.
- 5. Impact on Reserve Components. The specific strength requirements established for the active Army should apply to the Reserve components.
- 6. Impact on Accession of Women. Physical capabilities will critically impact on accession of women in non-traditional skills until such time as physical requirements by MOS become available and are implemented at the AFEES.

7. Source of Data.

- (a) Survey results, WITA Evaluation questionnaires and interviews.
 - (b) Perceptions of WITA Evaluation team members.
- (c) Comparative Muscular Strength of Men and Women: A Review of the Literature. Laubach, Lloyd L., Phd, U. of Dayton Research Institute, Aviation, Space, and Environmental Medicine, May 1976.
- (d) Muscular Strength of Women and Men: A Comparative Study. Laubach, Lloyd L., Phd, U. of Dayton Research Institute Tech Report for Aerospace Medical Research Lab, Aerospace Medical Dir., Wright Patterson AFB, Ohio., 1976.
 - (e) Max-WAC, Review and Evaluation by OTEA, 8 Aug 77.
 - (f) Inferiority of Female Athletes; Myth or Reality.
- c. OVERSEAS HOUSING. Housing in overseas areas is not, for the most part, compatible to coed living.
- 1. Discussion. The data collection effort did not directly address housing as an issue. But, in every unit visited by the team in an overseas area, the subject of housing was brought up. For the most part, housing overseas is overcrowded and inadequate for coed living.
- (a) Commanders faced with assignment of women and no monies to renovate billets have generally given the women authority to reside off post, receiving cost of living allowance (COLA) and basic allowance for quarters (BAQ). This action frequently creates a morale problem because the men see it as a special consideration for the women while they (men) have to continue living in overcrowded and unsanitary conditions. The men also perceive that the women are exempt from company duties and therefore "getting over". On the women's side they are frequently placed in a precarious financial

position because of the high cost of off post housing. This is particularly true in Europe. Most often the off post housing is quite a distance from the duty location. By living off post the line of communication between unit and unit members is not clear and, according to the women interviewed, makes them feel as if they were not really active members, but more like second-class members. The feelings resulted in an adverse impact on the duty behavior of both men and women.

(b) The housing problem within the air defense units in Europe is critical. In most cases the billets are not conducive to coed living and the only available off post housing is located as much as 40 KM away from the duty site. The increase in the number of women and a resultant decrease in the number of men will not change the housing problem.

2. Conclusions.

- (a) Current housing overseas is overcrowded.
- (b) Much of the current military housing overseas is not adaptable to coed living.
- (c) The substandard, isolated sites manned by air defense units pose particularly critical problems with regard to the integration of women into the organization.
- (d) Morale and unit effectiveness is adversely effected by housing problems.

3. Recommendations.

- (a) That the Army provide for a one time allocation of funds to modify or build overseas housing that will provide coed facilities which guarantee necessary privacy to soldiers.
- (b) That the further assignment of women to units with isolated duty sites be suspended until renovation and modification is completed.
- 4. Impact on Reserve Components. There is no impact until such time that Reserve forces are deployed.
- 5. Impact on Accession of Women. Increased accessions without considering recommendations could result in serious problems.
- 6. Source of Data. Comments from interviews during field data collection visits. THE PARTY SET OF THE PARTY OF T

hi becalo y francistions act spet a nato.

- d. FIELD UNIFORMS AND EQUIPMENT. Is the fatigue uniform and certain items of field equipment adequate for utilization by women in the Army?
- 1. Background. Women are now required to participate in field duties along with male soldiers, using certain clothing and equipment designed for men. This increased use of field clothing has highlighted serious problems concerning the adequacy of the fatigue uniform and certain field equipment.

2. Findings.

- (a) Field equipment and most field clothing has been engineered for the average male. Women are being issued the smaller sizes (if items come in sizes), and these often are inadequate.
- (b) The fatigue uniform currently issued to females in the clothing bag is made of lightweight material which does not stand up to constant daily wear.
- (c) Currently, there is no adequate cold weather field clothing for women in the supply inventory.
- (d) A more specific analysis of the various items is included below:

ITEM

PROBLEMS

CURRENT STATUS

Fatigue uniform

Made of lightweight material, not suited for cooler climates; wears out much faster than the men's uniform; not available in durable press material. A fatigue uniform, comparable to the men's durable press uniform has been developed and is scheduled to enter supply system in Oct 79.

Field jacket

Not nearly warm
enough for the
winter months, even
in the milder temperate zones; overall
length and arm
length is generally
too short; when worn
with liner, restricts
movement.

Studies are now being conducted for design of new field jacket; in the meantime smaller versions of the men's field jacket are being made to be in supply system by early 79.

PROBLEMS

CURRENT STATUS

Field jacket liner

Does not provide warmth Studies are now being when wet; wool material causes skin irritation; when worn with field jacket, it restricts movement.

conducted for better design; in the meantime smaller versions of the men's liner are being developed to go along with men's jacket, to be in system by early 79.

Boots

Do not fit properly; tend not to hold up during prolonged field problems; construction of boot may tend to lead to certain physical problems.

As the female boot stocks are depleted, women are being issued men's boots -these boots being slightly modified in the smaller sizes to conform better to female's foot.

OG Shirt and trousers

There are a few in the supply system, though only in limited quantities; made of lightweight wool material which does not maintain body heat; there are no field pants available for women.

A decision has not been made concerning the OG shirt and trousers; studies are being conducted for revision of men's field pants for use by females.

Cold weather under garments

Currently, there are none designed for women; not being addressed. they are being issued men's, which are too big overall, when these are available for issue as TA-50-901 clothing items.

At present, problem is

Gloves

Generally, they are too large, making it difficult to perform tasks requiring dexterity.

A smaller size of the men's leather shell's and inserts has been developed: these are now available for issue.

Protective mask

Generally, the mask is to large for the small, narrow faces of women.

A smaller mask is currently being developed; a release date has not been established.

ITEM

PROBLEMS

CURRENT STATUS

Flak vest

Leaves stomach dangerously exposed. Does not take into consideration the female bustline. A vest with bullet proof seams that can be tailored for safe, comfortable wear has been developed; a release date has not been established.

Load bearing equipment

Strap places weight directly across breast, increasing discomfort and causing possible muscle damage; in many cases, it is also too large.

Equipment is currently being redesigned to solve these problems; a release date has not been established.

Maternity uniform

Morale of other soldiers affected by pregnant soldiers wearing civilian clothes; optional uniform is too costly.

Problem has been addressed; no maternity uniform is being planned.

taggressiveness, suffice to gain indeed and the greater of agree in the etilis esting of agree in the etilis esting of agree in the etilis.

3. Conclusions.

- (a) Problems associated with field uniforms and equipment for women are in various stages of being solved. Until the issues are resolved, women will find field duty to be more difficult and uncomfortable than it otherwise would be.
- (b) Any sudden increase in the number of women in the Army without sufficient lead time to insure availability of clothing and equipment will create critical clothing shortages.

4. Recommendations.

- (a) That future items of clothing/equipment be designed/engineered for the average soldier without regard to sex when possible.
- (b) That the designs of items currently under development be reviewed and that the issue of new designs to the field be accelerated.
- 5. Impact on Reserve Component. The field uniform and equipment issues impact on the Reserve components the same as the active Army.

- b. Impact on Accession of Women. The clothing and equipment issue critically impacts on increases without sufficient lead time to increase procurement of clothing and equipment.
 - 7. Source of Data.
 - (a) US Army Material Development and Readiness Command (DARCOM).
- (D) Human Engineering Laboratory (HEL) at Aberdeen Proving Groung, MD.
 - (c) NATICK Research and Development Command (NARADCOM), MA.
 - (d) Army Times, 16 Jan 78 issue.

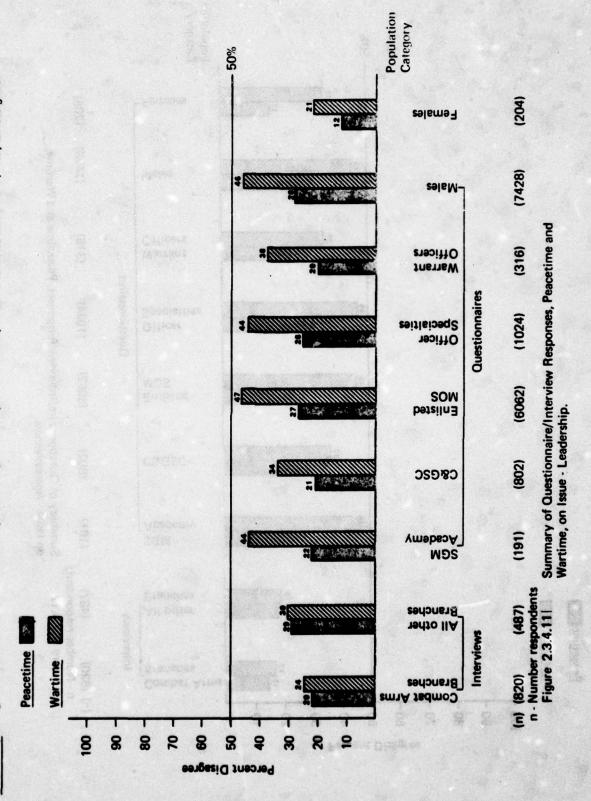
2.3.4.3. Issues Applicable to Both Sexes.

a. LEADERSHIP. The issue of leadership permeates the issues relevant to women in the Army, either in terms of leadership by women or leadership of women. Inherent in this issue is the need to examine what characteristics of women make their ability to lead and follow different from their male counterparts; how women's perceived leadership potential affects men's acceptance of women in non-traditional jobs; female self-image; and equality of opportunity and responsibility. A complete discussion of leadership by women and leadership of women is at Annex 2, Appendix A-4.

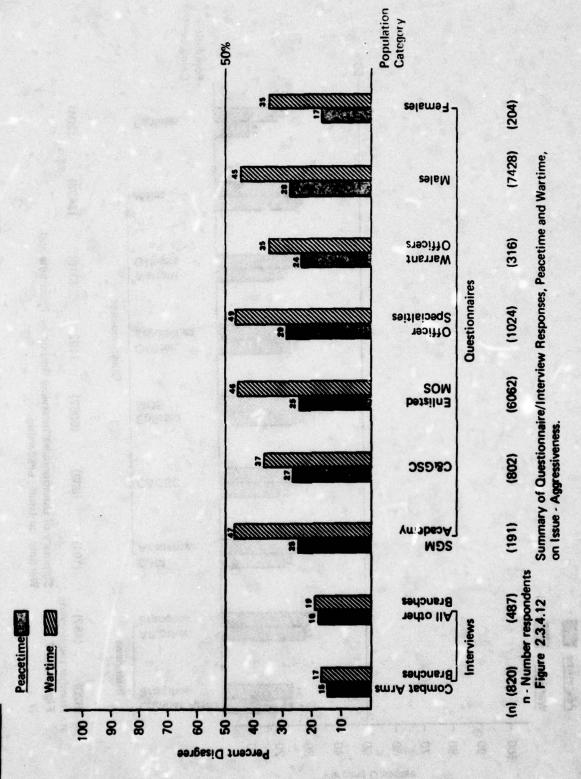
1. Findings.

- (a) More women officers/supervisors are coming into the Army.
- (b) Women will be required to serve in the same leadership positions as their male counterparts for professional advancement.
- (c) Women are now attending basic training and officer commissioning schools with their male counterparts.
 - (d) Women are now serving in formerly all male units.
- (e) There are still dual standards which are prejudicial to both men and women.
- (f) There are insufficient role models within the Army for female leaders, particularly in the non-commissioned officer corps.
- (g) The WITA survey analysis (Figures 2.3.4.11 through 2.3.4.14) reflects, by population category, the percent of the population surveyed who consider the issue of "leadership" and its integral parts (aggressiveness, ability to gain respect and confidence) to be a problem in the utilization of women in the Army.

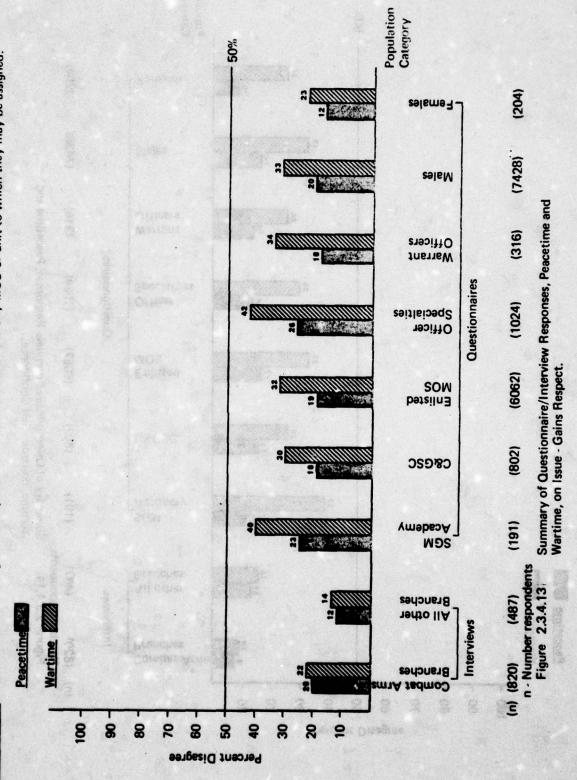
Issue: Leadership - In general women have the necessary leadership skills to perform in any MOS or unit to which they may be assigned.



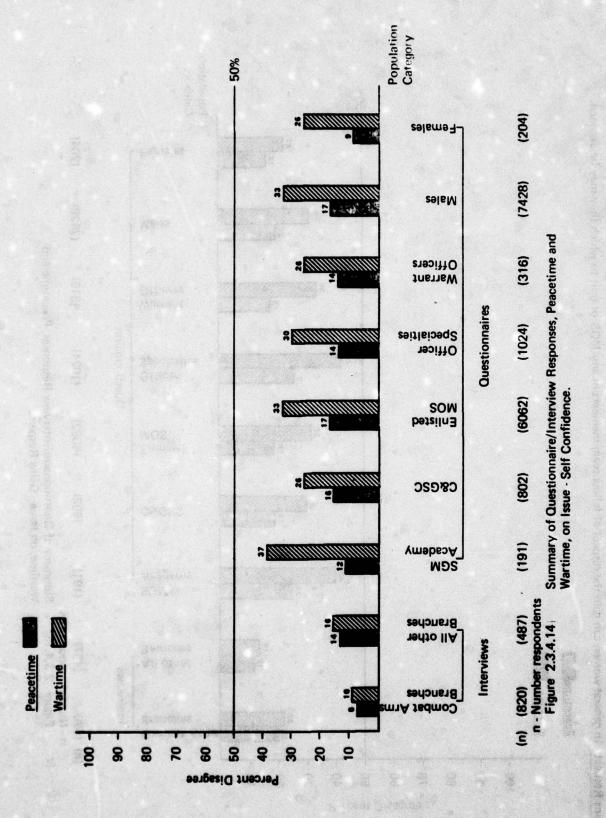
Issue: Aggressiveness - In general women have the necessary aggressiveness to perform in any MOS or unit to which they may be assigned.



Issue: Gains Respect - In general women can gain the respect of fellow team members in any MOS or unit to which they may be assigned.



Issue: Confidence - In general women have the necessary self confidence to perform in any MOS or unit to which they may be assigned.



- (h) Based on a literature search and review, there is compelling evidence to indicate that in leadership roles women will be significantly less effective than men in the near term. The overriding influence is the conceptualization of the women's role by both men and women. Until the socialization process of the American society as a whole changes those factors in personality development that work against women developing leadership potential on a par with men, the Army must continue to emphasize the leadership and professional training of women.
- (i) Leadership plays an instrumental role in male acceptance of women in non-traditional jobs, female self-image, and equity of opportunity and responsibility. In some cases, women are treated as unique when they should be treated as equal to their male counterparts. In other cases the peculiar needs of women have not been recognized.
- (j) A further source concerning leadership was obtained by an ADMINCEN (WITA) sponsored Senior Officer Leadership Seminar at Leesburg, Virginia, 24-27 January, 1978. While some uniquely female problems were identified, most problems surfaced encompassed both men and women. There is a general perception that women are not yet considered an integral part of the total military force.
- (k) It is obvious, after researching the literature, that the introduction of women into previously all male groups will alter the dynamics and affect the performance of these groups. What is less clear, however, is what will actually take place in the interaction between the members and what affect this will have on their performance. The missing variable in the equation is in large measure leadership.

2. Conclusions.

- (a) While the WITA survey data does not evidence great concern regarding female leadership ability, the literature reflects some concern.
- (b) Group studies show men tend to dominate in groups and both men and women tend to prefer male leaders.
- (c) Increasing the number of women in leadership roles may have a negative impact on the overall effectiveness of Army leadership.

faut escalatio of bewerrer of amplications, one besiding faut ind

- (d) The performance of women is affected by leadership and management policies more than their male counterparts.
- (e) Bias, resulting in preferential or hostile treatment, inhibits the proper utilization of women in Army units.
- (f) Men express significantly less favorable attitudes toward women assuming a military role in a combat environment versus incumbency in the same role outside the wartime context.
- (g) There are policies and regulations with dual standards for men and women. They are a source of irritation to many men, and concomitantly limit meaningful opportunity and career development for women.
- (h) Many women need additional training in weapons, tactics, and the techniques of living in the field.
- (i) The introduction of women into previously all male groups will alter the dynamics and affect the performance of that group.
- (j) Good leadership can mitigate against the problems associated with the integration of women into non-traditional roles and units of the Army.
- (k) The lack of female role models in leadership positions, at both the NCO and officer level, impacts negatively on development of women as leaders.

3. Recommendations.

- (a) That the programs of instruction of TRADOC professional development courses contain a segment of instruction on leadership and managerial considerations pertinent to women in the Army to include: discussion of the female physiology; male reaction to women soldiers and leaders; policies concerning assignment opportunities and restrictions; and social relationships between men and women in the Army.
- (b) That human relations instruction give added emphasis to relationships between soldiers of opposite sex.
- (c) That women receive instruction in basic tactics and techniques for living in the field through officer and noncommissioned officer training programs, as well as through unit training programs.
- (d) That policies and regulations be reviewed to eliminate dual standards for men and women.

- (e) That, where appropriate, successful female leaders should be encouraged to move into non-traditional skills which are now opening to women, to provide role models for younger female soldiers.
- (f) That the potential effect of the introduction of women into elite, all male units (e.g., airborne, ranger, and special forces) be studied.
- 4. Impact on Reserve Components: Recommendations should be extended to Reserve components.
- 5. Impact on Accessions: Leadership critically impacts on the retention and attrition rates of women in the Army.
 - 6. Source of Data: See Annex 2, Appendix A-4.
- b. <u>SOLE PARENT</u>. Can women perform well even if they are sole parent?
 - 1. Background.
- (a) When commanders, military supervisors and soldiers were asked this question, they responded by saying that the sole parent issue was an Army problem and related to both men and women. Therefore, for the purposes of this study, the term "Sole Parent" will be understood to mean: "An Army service member having sole physical responsibility for a dependent child, without another adult in residence."
- (b) There are five circumstances that may result in an individual becoming a sole parent.
- (1) The death of a soldiers' spouse, with retention of child custody by the soldier.
- (2) Divorce or legal separation with the soldier being awarded custody of the child or children.
 - (3) Adoption of a child by a single soldier.
 - (4) Transfer of one parent when both are service members.
 - (5) Birth of a child to an unmarried soldier.

Of the five circumstances, only birth to an unmarried soldier is a uniquely female factor, all others are applicable equally to males and females.

Argort 2. 14.13 School of Solo Parente in the Army.

(c) The USAADMINCEN Senior Officer Leadership Seminar on Women in the Army (24-27 January 78) developed conclusions that the Army should apply the same standards to sole parents as it does to everyone else. That is, that the individual has a responsibility to earn the pay received. If this cannot be done because of being a sole parent, then other employment opportunities should be explored. One of the recommendations made was to involuntarily separate the first term sole parent and handle soldiers in a career status on a case by case basis. The seminar participants were adamant in not wanting the Army to get into the child care, day care center business.

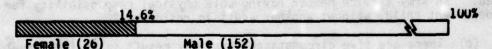
2. Findings

(a) Based on responses to a questionnaire administered by WITA, there are numerically more male single parents than women. However, a higher percentage of the female soldiers are sole parents (see Figure 2.3.4.15).

(1) Sole parents as a percent of the total sample:

	2.0%	100%
HIHHHH.		4.
Sole Parents	(178)	THE CONTRACTOR HE IN LABOR

(2) Female percentage of total sole parents:



(3) Sole parents as a percent of total female sample:

	10.5%	Female sam	ple		100%
HHHHHHH.	tisa aktik	William State State As		1	30 EQ - (S)
Female sole	parents	(26)		自己和 社员等等	TO COM

(4) Sole parents as a percent of total male sample:

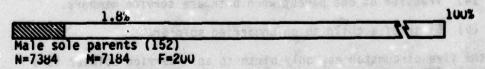


Figure 2.3.4.15. Summary of Sole Parents in the Army.

While the sample of women is small, it is representative of all women serving in the MOS surveyed. The target population of women in the MOS list was 3,378. A total of 204 responded to the questionnaire yielding a confidence level of 86%.

- (b) The Army considers its personnel to be on duty or on call for duty 24 hours a day, regardless of personal problems.
- (c) The only day care facilities at Army posts in the United States are those provided by non-appropriated fund activities or by wives clubs. These facilities are limited in the hours they remain open, as well as the actual facilities provided. Also available in CONUS are commercial child care facilities within the civilian community. The availability of these same services and facilities would be even less overseas.
- (d) Army regulations dealing with the subject state that no special consideration is to be given to sole parents.
- (e) Results of 1421 interviews revealed that a majority of both males and females feel the problem of sole parenthood is not unique to females, but is equally applicable to male soldiers. Of 27 issues presented, the men saw the issue of sole parents as the third most significant problem. Pregnancy was first and strength second. The women saw the issue of sole parents as the fourth most significant problem.
- (f) Commanders interviewed tended to regard the problem as one of unit readiness, deployability, and field duty. The soldier in the ranks perceived the problem as one of having to do less desirable or extra duty such as night shift and remote site work, in order to compensate for the inability of the sole parent to obtain child care. Both views have a deleterious impact on the morale of a unit.
- (g) Other soldiers in the unit perceive that the sole parent is not performing the same kinds or amounts of non-MOS related duties. Comments made by unit commanders indicate this perception is valid. As an example, the Ref-WAC 77 study by ARI, shows that of 77 females not deployed by the 1st Infantry Division on REFORGER 77, six were left behind because they were sole parents. This appears significant in that 7.8% of the reasons for non-deployability of women in the 1st Infantry Division were for reasons of sole parenthood. There is no comparable data available for males. Commanders at all levels are frustrated by the question of how to deploy their units without wantonly abandoning the children of sole parents, something that isn't taught in the service schools, but is a "real world" problem. The normal response is to say, "No favoritism or special consideration," but then to tolerate it when the point of decision is reached.

- (h) Individuals attending the summer 1977 class at the Sergeants Major Academy at Fort Bliss, Texas were almost equally divided on the issue, with 47% perceiving the issue as a problem in peacetime and 58% under wartime conditions (see Table 2.3.4.3).
- (i) The same table also reveals that of the 802 students at the Command and General Staff College, 51% feel that the sole parent issue is a problem in peacetime, 62% in time of war.
- (j) Table 2.3.4.3 also reveals, by category of respondents within the 59 MOS survey population, the percentage of those who consider the issue of being a sole parent as a problem in peacetime and during wartime. It must be remembered that the condition of being a sole parent was addressed in the above described interviews and questionnaires, but the possible causative factors were not introduced. The majority of personnel directly interviewed tended to state that the issue was not uniquely female in nature. There is no basis, however, for assuming that the questionnaire respondents considered it to be anything other than applicable to females, since this issue was raised as part of a survey on women in the Army.

3. Conclusions.

- (a) The issue of sole parenthood is not uniquely female in nature.
- (b) Although there are more men than women sole parents in the Army, a higher percentage of the female soldier population are sole parents.
- (c) The inability of sole parents to pull shift work because of unreliable child care facilities, their questionable dependability in the event of mobilization, and status with regards to deployability are areas of concern to the field.
- (d) Due to unique problems associated with their particular circumstances, sole parents are perceived as receiving preferential treatment within their units.
- (e) Based on the percentages of female sole parents in the sample, it appears that an increase in the number of females in the 59 target MOS would produce a corresponding increase in the number of female sole parents, by a ratio of 10%. No statistically reliable information exists for males.
- 4. Recommendation. That any service member who becomes a sole parent and retains physical custody of a dependent under 18 years of age be offered the following options:

and to divine our ments of later too as againg and

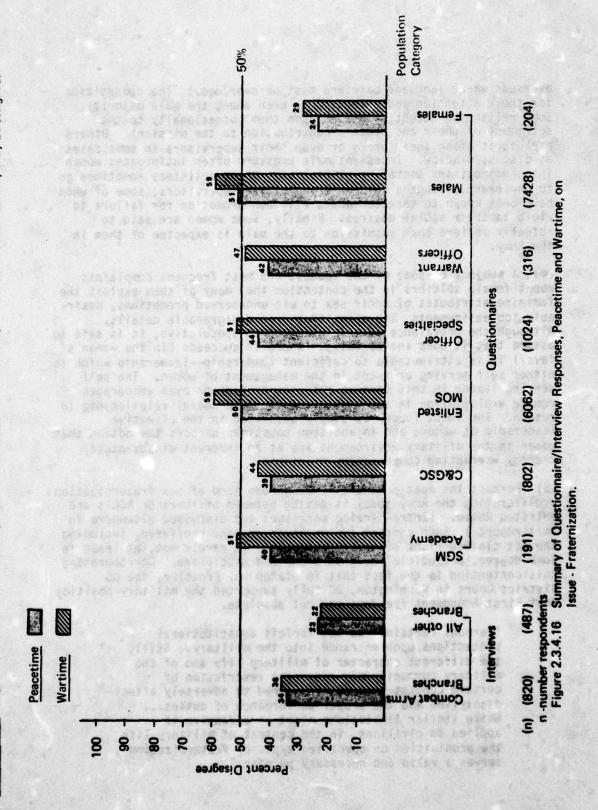
- (a) If sole parent status is attained by death, separation or divorce, the service member:
- (1) Be required to provide evidence that formal child care arrangements (notarized statement by the natural and substitute parent(s)) have been made or given one year in which to make these arrangements, in accordance with Section I or II, AR 614-200.
- (2) Be separated from the service at the end of the year if satisfactory arrangements have not been made.
- (b) If sole parent status is attained through adoption, the service member:
- (1) Be required at the time of adoption to provide evidence of formal child care arrangements (notarized statement by the natural and substitute parent(s)), to prevent delay or deferral in the event of assignment or deployment to an area where dependents are not authorized.
- (2) Be separated from the service if satisfactory arrangements have not been made.
- 5. Impact on Reserve Components. The issue of sole parents becomes a major problem to the Reserve components only at the point of mobilization. The above recommendations should be staffed with the National Guard Bureau and the Office, Chief of the Army Reserve prior to announcing any definitive change.
 - 6. Impact on Accession. None.
 - 7. Source of Data.
- (a) AR 55-56: Travel of Dependents and Accompanied Military and Civilian Personnel To, From, or Between Oversea Areas, 6 Oct 75.
- (b) AR 614-200: Enlisted Personnel Selection, Training, and Assignment System, Grades E-1 Through E-9, June 1970.
- (c) AR 635-120: Personnel Separations, Officer Resignations and Discharges, May 1977.
- (d) AR 635-200: Personnel Separations, Enlisted Personnel, July 1966.
 - (e) WITA Evaluation Questionnaires and Interviews, Nov-Dec 1977.
 - (f) Women In The Army Study, DCSPER, December 1976.
 - (g) Magazine: Army Administrator, September/October 1977.

- c. FRATERNIZATION. Is sex fraternization a perceived problem in the field when considering the expanding roles and numbers of women in the Army?
- 1. Background. The increasing numbers and expanding roles of women in the Army, particularly in specialties and units formerly the exclusive domain of men, have generated an assortment of troublesome social concerns loosely lumped together under the label of sex fraternization. In the context of the WITA evaluation, the term sex fraternization generally refers to social interactions, real or perceived, between male and female service members that promotes individual and/or group animosity, dissension, or antagonism. This definition evolves from interpretations of the term gleaned from field survey comments. Unlike traditional military fraternization which speaks strictly to questionable officer-enlistee relations, field interpretations of sex fraternization make no such distinction in many cases.

2. Findings.

- (a) As indicated by Figure 2.3.4.16, the field perceives sex fraternization to be a problem one which is more significant in wartime than in peacetime. Following are the principal opinions and perceptions on the matter expressed in the field.
- (1) Sex fraternization is an inevitable consequence of the wide-spread integration of women throughout the Army. The basis cited is the close, interpersonal nature of Army life, particularly in the field. Natural as it seems, however, in view of contemporary America's liberal attitudes toward sex, sex fraternization is seen as a clear distraction and threat to expedient mission accomplishment. Cited as especially vulnerable to the problems of sex fraternization are mixed gender teams or small units with remote, isolated missions. Of grave concern are the speculative effects on combat potency. Widespread rape is also feared in stressful situations.
- (2) Women are distractive to men and as long as the ratio of men to women in the Army remains large, many male soldiers, if not the majority, will accept women as women, but not as soldiers. This essentially mirrors the perception aired at the Senior Officer Leadership Seminar held 24-27 January 1978, that women are not yet an integral part of the total military force. A common perception is that women are mere spectators, part time help, and second class soldiers to be withdrawn at the outbreak of hostilities.
- (3) On the other hand, the minority status of women in the Army inevitably subjects them (especially the younger ones) to social pressures far beyond those normally endured in the civilian world. (This is especially true at installations situated in remote areas where the availability of compatible civilian women is relatively sparse, or

Issue: Fraternization - In general women can avoid the problem of sex fraternization in any MOS or unit to which they may be assigned.



overseas where language barriers must be overcome.) The competition for their attention and affection is keen among the male majority. Some relish the attention heaped upon them (occasionally to the detriment of their and other's contribution to the mission). Others exploit it among their peers or even their supervisors in some cases as discussed below. Incessant male pressure often intimidates women into compromising social relationships. Naive enlistees sometimes go to unwarranted lengths to please exploitive supervisors, some of whom have been known to threaten women with non-promotion for failure to yield to their social desires. Finally, some women are said to actually believe that submission to the male is expected of them in the Army.

- (4) A subject of some of the loudest and most frequent complaints about female soldiers is the contention that many of them exploit the feminine attributes of their sex to win undeserved promotions, desirable job assignments, and exemptions from disagreeable details. Although the prevalence of this practice is speculative, it is safe to assume that it does indeed exist. Where it succeeds (in the woman's favor) it is attributable to deficient leadership—leadership which is either self serving or inept in the management of women. The self serving leader in this context embraces or perhaps even encourages female exploitation in the hope of realizing a social relationship in return. The inept leader is simply unskilled in the effective leadership of women, and in addition sometimes harbors the notion that women in the military environment are at an inherent disadvantage, thereby warranting compensatory treatment.
- (5) Perhaps the most potentially dangerous form of sex fraternization proliferating the Army today is dating between officers or NCO's and enlisted women. (Intra-service marriages are discussed elsewhere in this report.) Such conduct for whatever reasons proffered, including the oft claimed right of free association, is rarely not, at least in some degree, prejudicial to good order and discipline. Corroborating this contention is the fact that in Staton vs. Froehlke, the US District Court in Washington, DC fully supported the military position that First Amendment freedoms are not absolute.

"Persons certainly do not forfeit constitutional protections upon entrance into the military. Still, the different character of military life and of the military community may require a restriction of certain conduct that is considered to adversely affect discipline and the proper performance of duties... While similar limitations might be offensive if applied to civilians, in the context of military life the prohibition on specified types of fraternization serves a valid and necessary purpose."

- (b) In the same vein, civilian industry also takes a dim view of this type of behavior, generally considered a breach of professionalism. Xerox Corporation for instance, dismisses management personnel found guilty of such conduct.
- (c) The Army in the field appears to be in a quandry in its efforts to treat the maladies of sex fraternization. In the absence of DA guidance, commanders at all levels are promulgating their own policies. Unfortunately though, however honorable these efforts may be, the creeping advance of sex fraternization throughout the Army does not speak well of their effectiveness.
- (d) There are no service regulations or UCMJ articles that specifically prohibit fraternization.

3. Conclusions.

- (a) A by product of the expanding roles and numbers of women in the Army is that the communal nature of military life creates a greater possibility for sex fraternization.
- (b) The traditional definition of fraternization relating to the relationships between officer and enlisted personnel is inadequate in a fully integrated Army. Fraternization now encompasses socialization, dating, courting, and marriage.
- (c) The Army does not provide clear guidelines to the field in the area of fraternization.
- (d) Leaders have difficulty controlling fraternization in the interest of good order and discipline while insuring equitable treatment of all personnel.

4. Recommendations.

- (a) That DA define unacceptable fraternization.
- (b) That workable, legally defensible guidelines be established which can be practically applied at all levels by both the chain of command and individual soldiers.
- (c) That, as enunciated during the Senior Officer Leadership Seminar, "DA publish general policy guidance and amend appropriate Army regulations to: reaffirm customs and traditions essential to survival and success in combat; preclude practices prejudicial to good order and discipline (i.e., standards of conduct and conflict of interest); and establish training programs to ensure all personnel understand the customs, traditions, and expected standards of conduct of service members."

THE RESERVE THE PARTY OF THE PA

- 5. Impact on Reserve Components. Fraternization, in the traditional sense, has long been a problem in the Reserve components largely because of relative differences between the civilian and military standings of many citizen soldiers. Problems of this nature are generally resolved on an individual basis. It is reasonable to assume that sex fraternization will accompany the expanding roles and numbers of women in the Reserve components just as it has in the active Army. Accordingly, it is incumbent on the Reserve components to keep abreast of the means with which the active Army contends with sex fraternization.
 - 6. Impact on Accession. No impact.
 - 7. Source of Data.
- (a) After Action Report, Women in the Army, Senior Officer
 Leadership Seminar, 24-27 Jan 78, US Army Administrative Center, Ft
 Benjamin Harrison, IN.
 - (b) Staton v. Froehlke, 390 F. Supp. 506, 507 (1975).
 - (c) Comments from Interviews.
- d. INTRA-SERVICE MARRIAGE. The subject of intra-service marriages and their impact on deployability, readiness, and problems in personnel management surfaced frequently in interviews with commanders.
 - 1. Findings.
- (a) A natural consequence of the expanding roles and numbers of women in the military is an increase in numbers of intra-service marriages. The actual number is unknown.
- (b) Army policy is to assign service couples to sites at which they can establish common domicile, consistent with the needs of the Army.
 - (c) A number of problems prevail:
- (1) Marriages between officers and enlisted personnel frequently encounter professional as well as social repudration within the military community. The underlying perception is that such marriages are tantamount to fraternization, traditionally a military taboo. A factor in this regard is the authorization for such couples to occupy officers quarters.
- (2) The children of such couples pose special problems, the foremost of which, full time child care, impacts on the parents' deployability and hence their units' readiness. Furthermore, when

either parent receives exemptions from military duties because of parental concerns, peer perceptions are apt to be of unwarranted preferential treatment.

- (3) When the needs of the Army preclude common domicile, a decision must be reached as to who keeps the children. The parent keeping the children becomes in effect, a sole parent.
- (4) Despite the Army's best efforts to collocate married service partners, intra-service marriages are still subject to long separations. On the other hand, to maintain joint domicile service members may sometimes have to forego choice assignments.

2. Conclusions.

- (a) Department of Army does not know how many intra-service, active duty marriages it has within its ranks.
- (b) Intra-service marriages are potentially counter-productive to individual, as well as unit, deployability and readiness.
 - (c) Intra-service marriages require special personnel management.
- (d) The care and custody of the children of intra-service marriages pose the most limiting restrictions on the deployment and utilization of the service members involved.
- (e) If children are involved, the findings expressed for sole parents should apply (see paragraph 2.3.4.3.b).
- (f) If the female service member becomes pregnant, the findings expressed for pregnancy should apply (paragraph 2.3.4.2.a).
- (g) Indications are that the number of intra-service marriages will increase as the female strength of the Army rises.

3. Recommendations.

- (a) That when both members are on active duty and the wife becomes pregnant, she be offered the same two options described for pregnant women (paragraph 2.3.4.2.a).
- (b) That if the absence without pay option is selected following birth of the child, the couple must:
- (1) Elect separation of one of the service members. (If the wife is to remain on active duty, she must show she is physically fit).
- (2) Provide evidence that formal child care arrangements (notarized statement by the natural and substitute parent(s)) have

been made leaving both service members free for assignment or deployment to an area where dependents are not authorized.

- (c) That management procedures be developed and implemented to identify intra-service marriage couples within the Army.
- 4. Impact on Reserve Components. The intra-service marriage has the potential of adversely affecting the deployability and readiness of Reserve component units. The problem may be compounded when young children are involved. The magnitude of this problem is not known. Therefore, the National Guard Bureau and the Office, Chief of the Army Reserve need to determine the magnitude of the problem, then clarify and promulgate policy.
- 5. Impact on Accession of Women. Impact cannot be determined without additional data; however, this could become a critical area with any future large increase of women.
 - 6. Source of Data. WITA interviews with commanders.
- e. <u>UTILIZATION</u>. Initial perceptions in the field indicated that utilization of the female soldier was a major issue.
- 1. Background. Survey instruments developed and sent to the field, specifically asked individuals "Are you working in the MOS/specialty for which you were trained?" This was accomplished by individual interviews and questionnaires from a very large sampling of specific MOS among males and a very small sampling among females.

2. Findings.

(a) Table 2.3.4.6, below, reveals the total number of male and female interview respondents and the number and percent, by category, assigned out of their PMOS into traditional MOS.

The second secon			1370000	ASSIGNED	
RESPONDENT	RESPONDENT NUMBER OF		PMOS	INTO TRADI	TIONAL MOS*
CATEGORY	RESPONDENTS	NUMBER	- 5	NUMBER	5
Male	1279	341	26.7	23	6.7
Female	142	39	27.0	16	41.0

^{*}Traditional MOS = administration, finance, personnel, medical.

Table 2.3.4.6. Personnel Assigned Out of PMOS (Interview Results).

although Ale to common acts on not to and to most account to the fifth till.

12th was threshold one work towns a company of the entire of the

reasonable with utility lamber rail our blive or work its

(b) Table 2.3.4.7, below, reveals the total number of male and female questionnaire respondents and the number and percent, by category, assigned out of their PMOS into traditional MOS:

		ASSIGNED				
NAL MOS	ITIONA	INTO TRAD	PMOS	OUT OF		RESPONDENT
8	9	NUMBER	8	NUMBER	RESPONDENTS	CATEGORY
.5	2.5	23	12.3	911	7428	Male
	13	7	25.0	51	204	Female

Table 2.3.4.7. Personnel Assigned Out of PMOS (Questionnaire Results).

(c) Table 2.3.4.8, below, reveals the current findings of an ongoing MILPERCEN study. The figures represent a five month period ending in November 1977:

	END MONTH					MATERIAL I
CATEGORY	JUL 77	AUG 77	SEP 77*	OCT 77	NOV 77	5 MONTH AVERAGE
ARMY WIDE	5.3%	5.5%	5.4%	5.4%	5.1%	5.3%
MALES	5.2%	5.3%	5.2%	5.3%	5.0%	5.2%
FEMALES	6.3%	7.9%	8.0%	8.4%	6.9%	7.5%

^{*}Large impact on women (particularly CMF 71) due to implementation of Change 8, AR 611-201.

Table 2.3.4.8. Personnel Assigned Out of PMOS (MILPERCEN Study).

(d) There is some MOS mismatch in the field which may be a result of AR 600-200 permitting commanders to use overstrength El through E4 personnel in the best way possible to accomplish the mission.

3. Conclusions.

- (a) The problem of utilization of female soldiers does not appear to be appreciably greater than that associated with male soldiers.
- (b) The perceptions and attitudes of the female soldiers based on interview results are that they want to be full participants in competing for and doing the work of the Army in the field.

4. Recommendations was named and to wait he section because wastito

(a) That any future study of utilization be oriented to both sexes.

- (b) That there be no distinction regarding assignment, duty responsibilities, award criteria or performance evaluation based solely on sexual differences between men and women soldiers, except where validated physiological differences between the sexes result in Army policies which prescribe specific adjustments or restrictions. This must not be construed to mean different entrance requirements for a single MOS.
- 5. Impact on Reserve Components. The concerns and recommendations also apply to Reserve components.
 - 6. Impact on Accession. None
 - 7. Source of Data.
 - (a) WITA Interviews/Questionnaires.
 - (b) AR 600-200.
 - f. TRAINING AND EDUCATION.
 - 1. Findings:
 - (a) Training and Education of Female Soldiers.
- (1) In basic initial entrance training (BIET) no distinction is made between male and female soldiers based on physiological differences, with the exception of minor variations in rape prevention training.
- (2) In advanced individual training (AIT), the training of male and female soldiers is identical.
- (3) In one station unit training (OSUT) no difference exists in those courses females attend, or will attend, where the concept is implemented.
- (4) In officer basic courses (OBC), male and female students receive the same instruction.
- (5) In officer and non-commissioned officer advanced courses that females attend, they receive the same instruction as males. Females, however, do not currently attend the armor, artillery or infantry officer advanced courses in lieu of the course for their branch specialty, as males are permitted to do. (An example is the attendance at the Armor Officer Advanced Course by male signal and military intelligence officers.)

- (6) At the Command and General Staff College, and higher level schooling, no differentiation is made in the instruction.
 - (b) Training and Education of Leaders Regarding Female Soldiers.
- (1) Currently in the officer basic and advanced courses for the combat arms no education program exists that acquaints these officers with the facts that they might have to supervise or lead female soldiers, and that there are some basic differences between male and female soldiers that must be considered to assure effective leadership.
- (2) The only time the subject of female soldiers is addressed is in the area of human relations/equal opportunity seminars, where the subject is not purposely introduced, but is addressed if one of the participants specifically asks about women.
- (3) In advanced courses for combat arms non-commissioned officers, the emphasis is on technical expertise at the platoon sergeant level, with the leadership aspects only addressing what is necessary to lead men to perform within the platoon.
- (4) At service schools for other than combat arms, the basic and advanced officer course students often have the opportunity to associate with fellow students that are female, and thus learn from the association.
- (5) At the armor, artillery and infantry schools, the command refresher course attendees (colonels and lieutenant colonels that are brigade and battalion command designees), receive only a limited reference to female soldiers, usually during seminars, if the subject happens to surface.
- (6) With the expansion of opportunity for females in the Army, most leaders will either serve with, for, or in supervision of, females in the course of their career. It is, therefore, necessary that leaders understand the differences between female and male soldiers in order to gain the maximum effectiveness of all soldiers in their charge.
- (c) Senior commanders, when faced with having female soldiers assigned to their organizations, have not always imparted an objective and/or positive attitude down the chain of command. In some instances, this has taken the form of battalion and company commanders not assigning the female soldier to work in the MOS for which she was trained. As a result the soldier worked in one of the more "traditional" jobs for females, such as typist or clerk. Where guidance has not been specific, male leaders have, in too many instances, either required the female soldier to perform tasks in excess of her

capabilities, or tended to be so paternalistic as to not require her to "soldier" with the rest of the unit. In both circumstances, the female soldier has not been treated fairly.

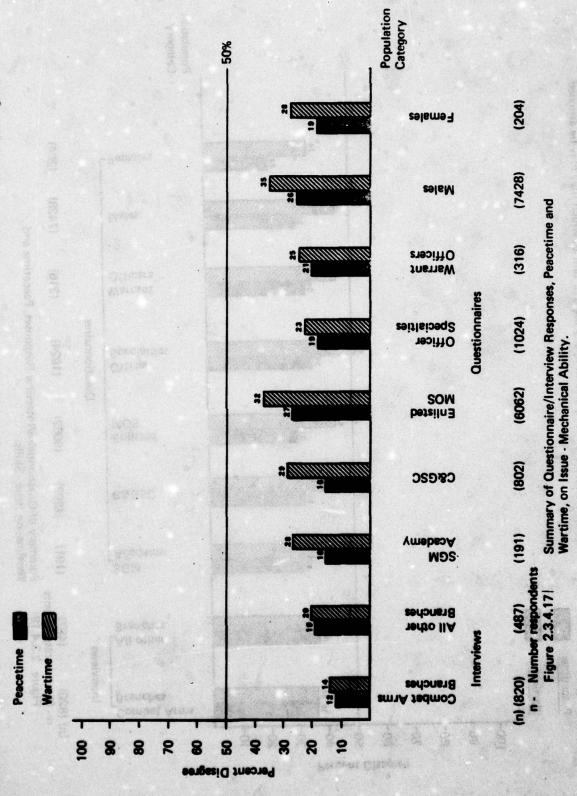
- (1) In some cases, the commanders have published specific guidance for supervisors of female personnel. This has normally been in the form of a handbook published at division level. In those instances where specific guidance was furnished, the female soldiers seem to be more readily integrated into the jobs for which they were trained.
- (2) The problem seems to be one of centralized guidance for the entire Army. Until the company and battalion commander can reference Army policy, the female soldier image will continue to be different from unit to unit and from station to station.
- (d) Since male and female soldiers are receiving the same training at service schools, the problem of training of the female soldier is resolving itself. What remains to be explored is the education of female officers in other than a limited technical field. It would work to the benefit of the Army to capture some seats at officer advanced courses in infantry and armor for female officers. This is not to say that they would then go command tank and rifle companies, anymore than the Signal, MI, FA or ADA officers who attend, do now. The basic reason for this attendance would be to broaden the scope and enhance the perceptions of the female officers so that they could more effectively perform in whatever capacity they are sent to serve.
- (e) Personal interviews were conducted by members of the WITA team, with 1,421 soldiers of all ranks, 1,281 of whom were male and 140 female. The interview form (Annex 1, Appendix C) contained 27 questions related to women, calling for a positive or negative response from the individual being interviewed. Figures 2.3.4.17 and 2.3.4.18 display the results of the surveys in the areas of work accomplishment. This is the only data collected during the WITA evaluation that provides insight into the training and education deficiencies of female soldiers.

CATES CAMBERTAL STATE TAXABLE OF THE CAMBERT CONTROL AND STATES

HERTERSON, CHESTER OF THE THE SHOP OF THE STATE OF THE ST

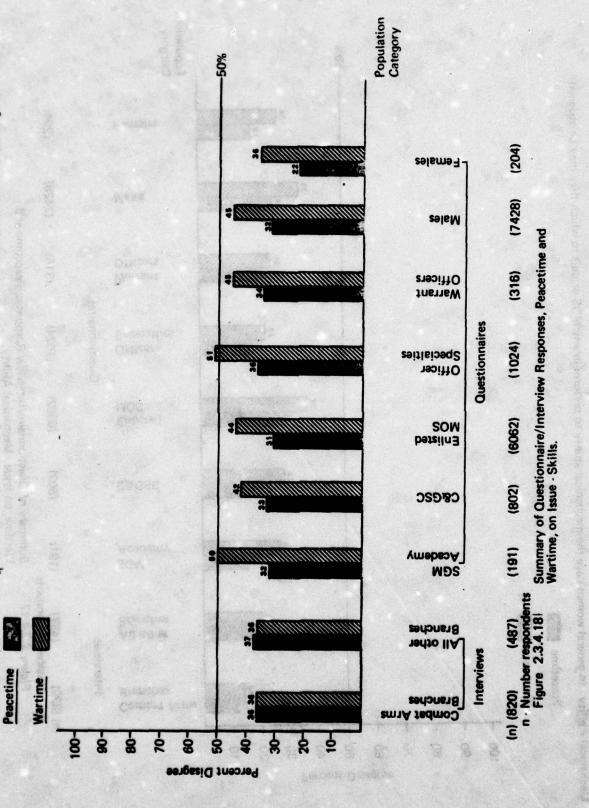
red structure organic additions to bugg to accept the product of egon ("addition of egon to be a different organics and the control of end or end or

Issue: Mechanical Ability - In general women have the mechanical ability to perform in any MOS or unit to which they may be assigned.



The second of the second of the second

Issue: Skills - In general women have the necessary skills and experience to perform in any MOS or unit to which they may be assigned.



2. Conclusions.

- (a) The increasing number of women in the Army has posed new problems for male and female officers and non-commissioned officers which are foreign to their personal and professional experience and training.
- (D) Education of leaders regarding female soldiers is on a whenand-if basis, and is not satisfactorily served by being an integral part of the RR/EO programs.
- (c) Leaders and supervisors at all levels are not aware of policies and regulations concerning female soldiers. Some units demand too much from women in the name of "equality", while other units "let the women get over". Both circumstances are destructive of morale and soldier effectiveness.
- (d) Female soldiers should not be penalized for being female. Rather, commanders must capitalize on the positive aspects of their soldiers, male and female.
- (e) Specific, comprehensive guidance from HQ DA is necessary. Allowing or requiring different commands to formulate their own is leading to problems of inequity from post to post and delays the leadership education process.

Recommendations.

- (a) That the programs of instruction of TRADOC professional development courses contain a segment of instruction on leadership and managerial considerations pertinent to women in the Army to include: discussion of the female physiology; male reaction to women soldiers and leaders; policies concerning assignment opportunities and restrictions: and social relationships between men and women in the Army. The development of this instruction should be centralized by TRADOC, rather than developed at the separate schools, to ensure uniformity throughout the school system.
- (b) That human relations instruction give added emphasis to relationships between soldiers of opposite sex.
- (c) That spaces in combat arms officer advanced courses be reserved for female officers.
- (d) That women receive instruction in basic tactics and techniques for living in the field through officer and noncommissioned officer training programs, as well as through unit training programs.
- 4. <u>Impact on Reserve Components</u>. Recommendations should be extended to Reserve components.

Particle of the Second

5. Source of Data.

- (a) Telephone conversation with Director Leadership Dept, US Army Armor School; DTG: U2U81URNOV77: subj: Training/Education of Female Soldiers at USAARMS.
- (b) Telephone conversation with Curriculum Officer, Training Mgt Div, US Army Field Artillery School; DTG: U213U5RNOV 77; subj; Training/Education of Female Soldiers at USAFAS.
- (c) Course of Instruction (COI), and lesson plans for Armor Officer Advanced Course (AOAC).
- (d) COI and lesson plans for Infantry/Armor Advanced Non-Commissioned Officers Course (I/AANCOC).
 - (e) COI and lesson plans for Armor Officer Basic Course (AOBC).
- (f) COI and lesson plans for Senior Commanders Orientation Course (SCOC), conducted at the Armor School.
- (g) COI for Armor Command Refresher Course (ACRC), conducted at the Armor School.
- (h) COI and lesson plans for Field Artillery Officer Advanced Course (FAOAC).
 - (i) COI and lesson plans for FAOBC.
 - (j) COI and lesson plans for FAANCOC.
- g. <u>JOB DESCRIPTIONS</u>. Existing Army job descriptions are inadequate for determining individual physical qualification required for Army jobs. This makes the exclusion of women in specific jobs on a physical basis a tenuous procedure.

1. Findings.

- (a) In the process of setting up the WITA Evaluation Expert Panel on Physical Capabilities (see Appendix D) to determine the percentage of Army men and women who could physically qualify for Army jobs, it was found that the basis of job requirements was of questionable validity. No one could clearly say how job requirements were determined.
- (b) The questions arose: "Mho determines what is to be performed?, Who should perform the task?, How is it to be performed? and To what level of output?". In other words, how are objects to be moved, how many people are doctrinally expected to assist and how frequently is the task performed during field operations?

(c) Changes in the description of the numbers of people required to do a task will change the number of people qualified. For example, in one case, a job was redefined as involving a two person task from a single person task. When this happened women were qualified in significant numbers whereas they were not under the original descriptions.

2. Conclusions.

- (a) Adequate qualification tests for psychological and physical abilities and capabilities do not currently exist.
- (b) Many of the current job descriptions are vague and incomplete and do not specify the individual requirements that must be met in terms of measurable qualities and capacities. 3. Recommendations.

- (a) That an appropriately staffed board be established to determine total specifications of job descriptions for each MOS and specialty, to include physical requirements.
- (b) That once the above is accomplished the AR 611 series be updated and revisions be published in a language soldiers can understand.
- (c) That as new jobs and/or equipment systems are created, descriptions be based on a standard and constant set of criteria covering the full range of performance.
 - 4. Impact on Reserve Components. None.
 - Impact on Accession. None.
 - 6. Source of Data. N/A
- n. ACCESSION OF FEMALE WARRANT OFFICERS. Department of Army has announced plans to double the current population of women warrant officers by the end of FY 79.

1. Background.

- (a) The current number of women warrant officers on active duty is 37.
- (b) The intent of the aforementioned policy decision is to provide enlisted role models by publicizing women warrant officers appointed or assigned locally.

The state of the s

- (c) The purposes for training warrant officers are to:
- (1) Provide technically qualified supervisors in positions too specialized for officers.
- (2) Provide this degree of technical qualifications by restricted and repetitive assignment.
- (3) Provide upward mobility for enlisted personnel who become so technically proficient that they can no longer obtain job satisfaction.
- (d) The primary source of warrant officers is from the enlisted ranks in related skills.
- (1) Ninety percent of approved warrant officer applications are from grade E6.
- (2) Optimum length of service before integrating into the warrant officer ranks is from 6-10 years.

2. Findings.

- (a) WITA evaluation conducted an analysis of warrant officer MOS and the enlisted career management fields from which most warrant applicants come.
- (1) The warrant officer MOS that have sufficient enlisted women in grades E6 and above with 6 to 10 years service are:
- a. UllA (Mil Phy Asst) and Ul9A (Gen Tech Nurse) is related closest to CMF 91.

Grade	Total Female	Over 6 Yrs Svc
E7 E6 E5	99 559 <u>2689</u>	99 286 215
Total	3347	602
E1-4	3746	

tal the correct familiaries wante comment fractions active sail

of a new real various sometimes of any to interest and indi-

Arment bed of the co. door

. If the large talk on betalone

 $\frac{b}{94/UU}$. Club Mgr) and U41A (Food Svc Tech) is related closest to

ACOUNTY (Aside of the contraction of the contractio

Grade Total Female Over 6 tre Swc

mod (seed) ACI

fessi!

Arti

41

Teral

Grade	Total Female	Over 6 Yrs Svc
E7	7u 398	70
E6	130	93
E5	530	15
Total	830	178
E1-4	3436	

c. 201A (Met Tech) is related closest to CMF 13/96/00.

Grade	Total Female	Over 6 Yrs Svc
E7 E6 E5	70 132 316	70 to 1
Total	418	165
E1-4	916	

d. 287A (Ops Rep Tech) is related closest to CMF 23/74.

Grade	Total Female	Over 6 Yrs Svc
E7 E6	9	9
E5	159	29 20
Total	216	58
E1-4	273	

e. 29UA (Telecom Tech) is related closest to CMF 31/32/72.

Grade	Total Female	Over 6 Yrs Svc
E7 E6 E5	10 31 663	10 26 52
Total	704	86
E1-4	4906	

f. 401A (Airdrop Equip Tech) is related closest to CMF 76/00.

D. OZIA (C) us igr CN: Jerou

est des kop led

r (dasi mostsi) AUN'S

SVC

4-13

Grade	Total Female	Over 6 Yrs Svc
E7	(aleq at 81291 27	81
E6	187	122
E 5	512	23
Total	780	226
E1-4	3343	

g. 711A (Pers Tech) and 712A (GS Admin Tech) is related closest to CMF 71/ ν 0.

Grade	Total Female	Over 6 Yrs Sve
E7 E6 E5	217 431 2459	217 332 225
Total	3107	774
E1-4	7988	

h. 713A (Legal Admin Tech) is related closest to CMF 71.

Grade	Total Female	Over 6 Yrs Svo
E7	153	153
E6	316	249
E5	2261	219
Total	2730	631
E1-4	786u	

i. 741A (DP Tech) is related closest to CMF 74/72.

Grade	Total	Female	Over 6	Yrs
E7 E6	17	O of Japa 	17 50	53.4
E5	671	548 63Y	71	
Total	762		138	
E1-4	287u			

 $\underline{\mathbf{j}}$. 761A (Gen Sup Tech) and 762A (Spt Sup Tech) is related closest to CMF 76/92.

Grade	Total Female	Over 6 Yrs Svc
E7	17	in here 17 of the
E6 E5	72 338	39 17
		"
Total	427	73
E1-4	3459	

k. 833A (Repro Tech) is related closest to CMF 84/71.

Grade	Total Female	Over 6 Yrs Svc
E7	155	155 (dos)
E6	332	262
E5	2362	224
Total	2849	641
E1-4	8217	

1. 951A (Crime Investigator) is related closest to CMF 72/84/95.

EST TOTOT

5506 2-13

Grade	Total Female	Over 6 Yrs Svc
E7	D at 150 13 a note	13
E6	50	38
E5	712	<u>59</u>
Total	735	110
E1-4	456u	

- (2) Warrant officer MOS which would severely limit female accessions in near term due to a limited number of female E6 and above with 6-10 years service who are needed to establish NCO "role models" are:
 - a. U31A (Bandmaster) is related closest to CMF 97.

Grade	Total Female	Over	6 Yrs	Svc
E7 E6 E5	6 58 164		6 8 1	
Total	228	i a se.	15	
E1-4	113			

b. 211A (Tgt Acg Tech) is related closest to CMF 26/96.

Grade	Total Female	Over 6 Yrs Svo
E7 E6 E5	6 17 <u>118</u>	6 5 <u>1</u>
Total	141	12
E1-4	431	

c. 286A (CE Equip Rep Tech) is related closest to CMF 23/26/28/31/32/36.

Grade	Total Female	Over 6	Yrs Svc
E7 E6 E5	2 6 175	2 5 1	
Total	183	8	
E1-4	3042		

The man state of the state of t

d. 500A (Marine Deck Off) 510A (Marine Engr Off) is related closest to CMF 64.

Grade	Total Female	Over 6 Yrs Svc
E7 E6 E5	4	4
Eb	20	13
E5	209	9
Total	233	26
E1-4	2612	

e. 811A (Photo Map Tech) is related closest to CMF 84.

Grade	Total Female	Over 6 Yrs Svc
E7 E6 E5	242 277 2 40	2 16
E6	16	13
E5	101	<u>5</u>
Total	119	20
E1-4	357	

f. 821A (Survey Tech) is related closest to CMF 84/13.

Grade	Total Female	Over 6 Yrs Svc	(1.4E Ten
E7 E6 E5	2 16 <u>103</u>	2 13 5	ohanii
Total	121	20	
E1-4	359		

g. 961A (Attache Tech) 962A (Imagery Interp Tech) 963A (Interrogation Tech) 964A (OB Tec) 971A (Counterintel Tech) 972A (Area Intel Tech) is related closest to CMF 96.

Grade	Total Female	Over 6 Yrs Svc
E7	. 6	6
E7 E6 E5	17 118	5 _1
Total	141	. 12
E1-4	372	

A THE SHE WAS A PROPERTY OF

- (3) Warrant officer MOS that should be precluded from accession of female in the near term due to insufficient enlisted women in grades E6 and above with 6-10 years service are:
 - a. 16UA (Avn Maint Tech) is related closest to CMF 67.

Grade	Total Female	Over 6 Yrs Svc
E7 E6	U	U ,
E6	U	0
E5	<u>57</u>	2
Total	57	2
E1-4	549	410

 \underline{b} . 202A (Med Equip Rep Tech) 252A (Calbr Tech) is related closest to CMF 35.

Grade	Total Female	Over 6 Yr	SVC
E7 E6 E5	U	U 1	
Ē5	12	ū	271
Total	13	1	iêt.
E1-4	129		

c. 214E (Pershing Sys Tech) 271A (LCSS Rep Tech) is related closest to CMF 27.

Grade	Total Female	Over 6 Yrs Svc	43
E7 E6 E5	. U	U 224	tate!
Total	6	u ee	9-19
E1-4 //0	i fera l erangoli i		ratification of the contract Lines Technical T

ove and direct stemps lack.

Jabet

d. 221B (Nike Hawk Sys Tech) 222B (Nike FC Tech) 224B (SHORAD Sys Tech) is related closest to CMF 16/23.

Grade	Total Female	Over 6	Yrs Svc
E7	U	U	
E6	U	U	
E5	<u>31</u>	<u>o</u>	
Total	31	U	Sec. 1
E1-4	La fra 30 mm a a ma		

260A (Nuc Wpns Tech) 411A (Ammo Tech) is related closest to CMF 55.

Grade	Total Female	Over 6 Yrs Svo
E7 E6	U	U
E6	U	Ù
E5	25	<u>u</u> 55 m
Total	25	0 5804
E1-4	336 maga)	ACRE MONT STOR

 \underline{f} . 285A (EW/Intep Rep Tech) is related closest to CMF 26/33.

Grade	Total Female	Over 6 Yrs Svc
E7	O	O
E7 E6 E5	<u> </u>	Ú 44 Ú 545
Total	3	0
E1-4	101	New .

g. 310A (Util Tech) is related closest to CMF 51. motavismos at

Grade	Total Female Over 6 Yrs Svc June 1984 and (a)
E7 E6	THE OF SEAL OF THE WITCH SON CAN TOUTINGS OUT IN CHAPTED AND THE CONTROL OF THE PROPERTY OF TH
E5 Total	widolus <u>22</u> one resilito s <u>a</u> rvino mesos prientes, on los averticos es electros electr
E1-4	428

h. 421A (Ammo Rep Tech) is related closest to CMF 63/67.

Grade	Total Female	0ver	6 Yrs	Svc
E7 E6 E5	0 2 108	**	0 1 2	
Total	110		3	
E1-4	1906			

i. 441A (Rep Shop Tech) 621 (En Equip Rep Tech) 630A (Auto Rep Tech) is related closest to CMF 63.

Grade	Total Female	0ver	6	Yrs	Svc
E7	9920-41 3		0		
E6	2		1		
E5	51_		0		
Total	53		1		
E1-4	1357				

j. 982A (Traf Analysis Tech) 983A (Emanations Analysis Tech) 984A (Morse Incpt Tech) 985A (Non Morse Incep Tech) 986A (Emit Loc/ID Tech) 988A (Voice Incept Tech) is related closest to CMF 98.

Grade	Total Female	Over 6	Yrs	Svc
E7	0			
E6	14)	
E7 E6 E5	243	9	<u>!</u>	
Total	257)	
E1-4	1460			ivi

3. Conclusions. As Not as familiar besides or chast from Aute ve

- (a) The Army should not approve female applications for warrant officers if the applicant has not achieved the same qualifications that warrant officers have traditionally met in the past.
- (b) Appointing women warrant officers who are quickly perceived by soldiers as less than appropriately qualified will have a negative impact on women and on the Army.

- (c) Numerous enlisted career fields are lacking non-commissioned officer "role models", in comparison with large female content in the E1-E4 category.
- 4. Recommendation. That DA use care in accessing women to be warrant officers in the near term from enlisted career fields which have insufficient female senior non-commissioned officers.
 - 5. Impact on Reserve Components. Unknown.
 - 6. Impact on Accessions. None.
 - 7. Source of Data . Total and a seed and the state of the
- (a) Proposed input to Weekly Summary, DAPC-OPP-S, dated 31 Jan 78.
- (b) Point paper, DAPE-MPO-S, 11 Oct 77, subject: Warrant Officers.
- (c) MFR, telephone conversation between CM4 Yates, MO Div, MILPERCEN, and MSG Pandy, WITA, dated 19 Feb 78, subject: Accession of Warrant Officers.
- 2.3.4.4. Other Issues. Other issues considered in the WITA evaluation were either areas of concern to the field based on questionnaire and interview responses and substantiated by a limited literature search or were viewed as insignificant relative to the subject of women in the Army.
- a. STRESS. The comment is frequently heard that women do not hold up well under stressful conditions. For this reason it has been argued that women should not be in stress potential jobs. (e) tyldans that wareh are now delication to other
 - 1. Background.
- (a) Stress is an all encompassing word which has several meanings. The term is indiscriminately used in reference to psychological instability during crisis or general emotionality. The term is also used at times to describe loss of stamina or endurance. Physiologists and psychophysiologists tend to reserve the term for the biophysiological response to extreme environments (heat, cold, altitude, etc.) or extreme social conditions (work pressure, social crisis). Thus, the source of the commonly held view that women do not hold up well under stress is not easy to identify, partly because of the imprecision in the use of the term. The present discussion will involve only biophysiological stress.

The state of the s

at persegnique entendorment poe estrepart entrate de uses del and treis Chearly and other as acatteme (courtified that threes is a significant beauty to the above a significant of acatemate as a scanner.

- (b) The suggestion that women do not adapt as well as men to extreme conditions of cold and heat is extrapolated from data which show women maintain approximately two degrees Farenheit lower skin temperatures than men, feel colder, and are more susceptible to cold injury (see reference 2.3.4.4 a 7(a)). Similar extrapolation is made to adaptation to heat. Women are more susceptible to heat injury because of lower sweat rates and greater retention of core heat (see references 2.3.4.4 a 7(a)-(c)). Supportive empirical evidence comes from the Army's Project Brave Shield, XII, 1977. Heat disorders among females represented 11.5% of the total cases while it is estimated that women only made up 5% of the total population (see reference 2.3.4.4 a 7(d)). (However, state of physical condition of women in the Brave Shield sample may have been a contributor to the observed differences.)
- (c) A recent sample study suggests that women reach limits of endurance in hot environments easily tolerated by men (see reference 2.3.4.4 a 7(e)). Another study, however, found the men to experience greater "disturbance" to humid heat than the women (see reference 2.3.4.4 a 7(f)). Some evidence exists that athletic training may reduce the stress response of women to heat (see reference 2.3.4.4 a 7(g)). The data are obviously incomplete in this area.
- (d) Early anecdotal reports (see references 2.3.4.4 a 7 (h)-(j)) suggested that women may suffer less from high altitude sickness than men. Apparent support of this is found in a study where women had a lower incidence of gastrointestinal and cardiorespiratory symptoms than men (see reference 2.3.4.4 a 7(k)). However, more recently it was found that men and women showed no difference in high altitude symptomatology (see reference 2.3.4.4 a 7 (1)). In yet another study, women were found not to differ in metabolic rates during acute exposure to altitude (see reference 2.3.4.4a7(m)).
- (e) Evidence that women are more susceptible to other environmental extremes was not encountered.
 - 2. <u>Findings</u>. Figure 2.3.4.19 reveals that:
- (a) 57% of enlisted persons, 48% of warrant officers and 47% of officers surveyed thought women would have difficulty in their job during wartime because of stress. onertan of security too or
- (b) 56% of all males and 37% of all females surveyed thought stress would be a problem for women in wartime. 3. Conclusions. The Description of the second of the secon
- (a) Results of the interview and questionnaire administered in the field clearly indicate an attitude/perception that stress is a significant issue in the integration of women. The survey instrument

corner Tarapolotowenser gios evisual

- (c) Numerous enlisted career fields are lacking non-commissioned officer "role models", in comparison with large female content in the E1-E4 category.
- 4. Recommendation. That DA use care in accessing women to be warrant officers in the near term from enlisted career fields which have insufficient female senior non-commissioned officers.
 - 5. Impact on Reserve Components. Unknown. the state with the se of the with the form
 - 6. Impact on Accessions. None. referring a rest even the views black word and
 - 7. Source of Data.
- (a) Proposed input to Weekly Summary, DAPC-OPP-S, dated 31 Jan 78. cades and and dealiformants easily tolorated up den face refer
- (b) Point paper, DAPE-MPO-S, 11 Oct 77, subject: Warrant Officers.
- (c) MFR, telephone conversation between CW4 Yates, WO Div, MILPERCEN, and MSG Pandy, WITA, dated 19 Feb 78, subject: Accession of Warrant Officers.
- 2.3.4.4. Other Issues. Other issues considered in the WITA evaluation were either areas of concern to the field based on questionnaire and interview responses and substantiated by a limited literature search or were viewed as insignificant relative to the subject of women in the Army.
- a. STRESS. The comment is frequently heard that women do not hold up well under stressful conditions. For this reason it has been argued that women should not be in stress potential jobs. entiremental extreme and not hacomisers.

1. Background.

(a) Stress is an all encompassing word which has several meanings. The term is indiscriminately used in reference to psychological instability during crisis or general emotionality. The term is also used at times to describe loss of stamina or endurance. Physiologists and psychophysiologists tend to reserve the term for the biophysiological response to extreme environments (heat, cold, altitude, etc.) or extreme social conditions (work pressure, social crisis). Thus, the source of the commonly held view that women do not hold up well under stress is not easy to identify, partly because of the imprecision in the use of the term. The present discussion will involve only biophysiological stress. The man was transfer and to stress the field elearly indicate so extraorisate price fore trees to a

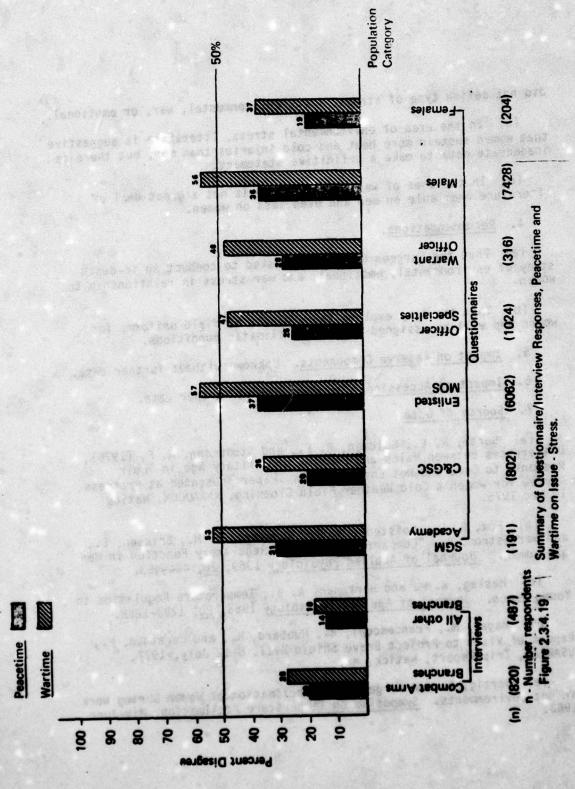
tions from the until the integration of women; the survey inch amont

- (b) The suggestion that women do not adapt as well as men to extreme conditions of cold and heat is extrapolated from data which show women maintain approximately two degrees Farenheit lower skin temperatures than men, feel colder, and are more susceptible to cold injury (see reference 2.3.4.4 a 7(a)). Similar extrapolation is made to adaptation to heat. Women are more susceptible to heat injury because of lower sweat rates and greater retention of core heat (see references 2.3.4.4 a 7(a)-(c)). Supportive empirical evidence comes from the Army's Project Brave Shield, XII, 1977. Heat disorders among females represented 11.5% of the total cases while it is estimated that women only made up 5% of the total population (see reference 2.3.4.4 a 7(d)). (However, state of physical condition of women in the Brave Shield sample may have been a contributor to the observed differences.)
- (c) A recent sample study suggests that women reach limits of endurance in hot environments easily tolerated by men (see reference 2.3.4.4 a 7(e)). Another study, however, found the men to experience greater "disturbance" to humid heat than the women (see reference 2.3.4.4 a 7(f)). Some evidence exists that athletic training may reduce the stress response of women to heat (see reference 2.3.4.4 a 7(g)). The data are obviously incomplete in this area.
- (d) Early anecdotal reports (see references 2.3.4.4 a 7 (h)-(j)) suggested that women may suffer less from high altitude sickness than men. Apparent support of this is found in a study where women had a lower incidence of gastrointestinal and cardiorespiratory symptoms than men (see reference 2.3.4.4 a 7(k)). However, more recently it was found that men and women showed no difference in high altitude symptomatology (see reference 2.3.4.4 a 7(1)). In yet another study, women were found not to differ in metabolic rates during acute exposure to altitude (see reference 2.3.4.4a7(m)).
- (e) Evidence that women are more susceptible to other environmental extremes was not encountered.
 - 2. Findings. Figure 2.3.4.19 reveals that:
- (a) 57% of enlisted persons, 48% of warrant officers and 47% of officers surveyed thought women would have difficulty in their job during wartime because of stress.
- (b) 56% of all males and 37% of all females surveyed thought stress would be a problem for women in wartime.
 - 3. Conclusions.
- (a) Results of the interview and questionnaire administered in the field clearly indicate an attitude/perception that stress is a significant issue in the integration of women. The survey instrument

did not define type of stress, i.e., environmental, war, or emotional.

- (b) In the area of environmental stress, literature is suggestive that women sustain more heat and cold injuries than men, but there is inadequate data to make a definitive statement.
- (c) In the area of war stress, there is not a great deal of literature available on men and even less on women.
 - 4. Recommendations.
- (a) That the Surgeon General be tasked to conduct an in-depth study of environmental, emotional, and war stress in relationship to women.
- (b) That the Army explore the adequacy of field uniforms for women who will be assigned in extreme climatic conditions.
 - 5. Impact on Reserve Components. Unknown without further data.
 - 6. Impact on Accession. Unknown without further data.
 - 7. Source of Data.
- (a) Burse, R. L., Goldman, R. F., and Stubbmann, A. F. (1976), Differences Between Males and Females of Military Age in Their Response to Cold and Hot Environments. Paper presented at Progress Review for women's Cold Weather Field Clothing, NARADCOM, Natick 16 Dec 1975.
- (b) Fox, R. H., Lofstedt, B. E., Woodward, P. M., Erikson, E., and Wertistrom, B., "Comparison of Thermo-Regulatory Function in Men and Women." <u>Journal of Applied Physiology</u> 1969, <u>26</u>, 444-453.
- (c) Haslag, W. M. and Hertzman, A. B., Temperature Regulation in Young Women. <u>Journal of Applied Physiology</u> 1965, <u>20</u>, 1283-1288.
- (d) Mager, M., Francesconi, R., Hubbard, R., and Herstman, P., Report of Visit to Project Brave Shield XVII, 8-12 July, 1977, USARIEM, Trip Report, Natick, Ma.
- (e) Hertig, B. and Sargent, F., Acclimation of Women During Work in Hot Environments. Symposium on Temperature Acclimation, May-June 1963.

Stress: In general women are able to work effectively under stress.



- (f) Weinman, K. P., Slobochova, Z., Bernauer, E. M., Moremoto, T., and Sargent, F., "Reaction of Men and Women to Reported Exposure to Humid Heat." <u>Journal of Applied Physiology</u> 1967, 22, 533-538.
- (g) Drinkwater, B. L., Denton, J. E., Kupprat, I. C., Talag, T. S., and Horwath. S. M., "Aeropic Power as a Factor in Women's Response to Work in Hot Environments." <u>Journal of Applied Physiology</u>.
- (h) Ravenhill, T. H. Some Experiences of Mountain Sickness in the Andes. <u>Journal of Tropical Medicine and Hygiene</u> 1913, <u>16</u>, 313-320.
- (i) Fitzmaurice, F. E., "Mountain Sickness in the Andes." Journal of the Royal Medical Service 1920, 6, 403-407.
- (j) Grollman, A., Physiological Variations of the Cardiac Output of Man. American Journal of Physiology 1930, 93, 19-40.
- (k) Harris, Charles W., Shields, J. L., and Harmen, J., "Acute Altitude Sickness in Females." <u>Aerospace Medicine</u> 1969, <u>37</u>, 1163-
- (1) Banderet, L. E. and Pharr, P. W., "Male-Female Similarities in Self-Rated Symptomology and Mood at 4300M." Unpublished paper, USARIEM, Natick, Ma 1977.
- (m) Hannon, J. and Sudman, D. M., Basal Metabolic and Cardiovascular Function of Women During Altitude Acclimatization. Journal of Applied Physiology 1973, 34, 471-477.
- b. <u>SELF-IMAGE</u>. Placing women in traditional male jobs may create problems for women in that, many of those jobs are associated with masculinity. Performing in a masculine identified job is potentially threatening to women's feminine self-image. This may result in a tendency of women not to maintain motivation for such jobs.

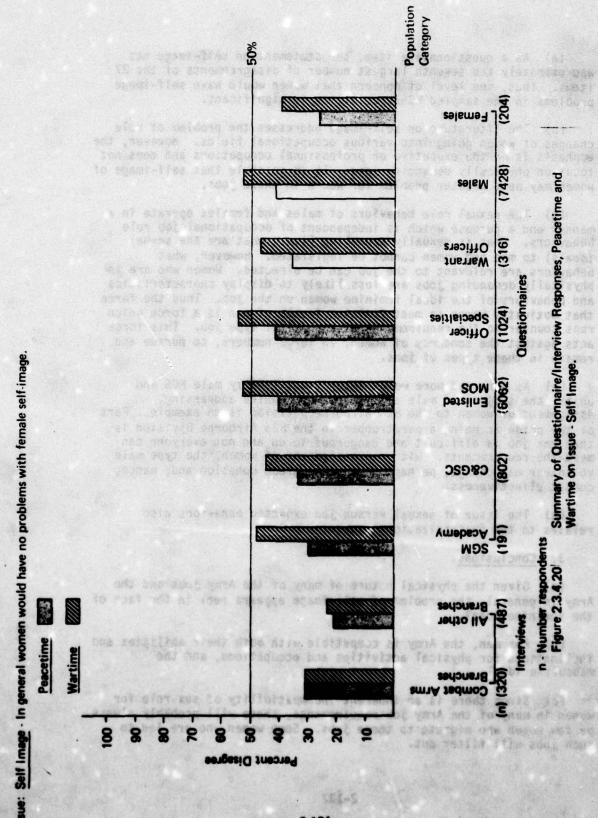
1. Background.

(a) Mental images of what are masculine and feminine are relatively persistent in the population at large. Psychological studies show both men and women describe men as large, strong and vigorous while they describe women as small, weak and light (see reference 2.3.4.4 b 7(a)). These images are supported by physical differences between men and women in general (see reference 2.3.4.4 b 7(b)).

- (b) The image of women as homemakers is also quite common. Toys used by girls and the courses taken in school reflect the common expectation that a woman's role is largely wife, mother and homemaker. Studies find home pressures are the largest source of concern for both working and non-working married women (see reference $2.3.4.4\ b\ 7(c)$). A survey of 59 dual professional couples show men and women still maintain separate sex role responsibilities in the family (see reference $2.3.4.4\ b\ 7(d)$) and women still perform most of the domestic tasks around the home (see reference $2.3.4.4\ b\ 7(e)$).
- (c) Women tend to have greater role image conflict than men. In a sample of 64 women and 64 men it was found that women's sex role concepts regarding their real self, ideal self and their belief of what the other sex desires were highly dissimilar, while for the men they were highly similar (see reference 2.3.4.4 b 7(f)). The greatest source of self rated role conflict of women surveyed was related to their views of the male stereotype of femininity (see reference 2.3.4.4 b 7(g)). Occupational aspirations of women are also strongly influenced by attitudes of "significant males" (see references 2.3.4.4 b 7(h)-(i)).
- (d) The problem is, therefore, exacerbated by the emerging dual images of women held by men. A recent sample of college male attitudes found a majority of the men supported career opportunity for women but also expressed a preference for the "traditional wife" (see reference 2.3.4.4 b 7(j)).
- 2. Findings. Figure 2.3.4.20 reveals by population category the percent surveyed who perceive self-image to be a problem for both peacetime and wartime environments.

The state of the s

The provided the control of the cont



- (a) As a questionnaire item, the statement on self-image has approximately the seventh largest number of disagreements of the 27 items. Thus, the level of concern that women would have self-image problems in the sampled MOS/specialties is significant.
- (b) The literature on self-image addresses the problem of role changes of women going into various occupational fields. However, the emphasis is on the executive or professional occupations and does not focus on physically demanding jobs. It is possible that self-image of women may be a greater problem for women in these jobs.
- (c) The sexual role behaviors of males and females operate in a manner and a purpose which is independent of occupational job role behaviors. What is sexually appealing (i.e., what are the sexual ideals) to men and women cannot be legislated. However, what behaviors are relevant to the job can be directed. Women who are in physically demanding jobs are less likely to display characteristics and behaviors of the ideal feminine woman on the job. Thus the force that motivates women to meet feminine ideals of men is a force which runs counter to the requirements of a physical type job. This force acts against the tendency of women, in large numbers, to pursue and remain in these types of jobs.
- (d) As more and more women enter traditionally male MOS and units, the subject of male self-image may require addressing. Assignment of women to the 82d Airborne Division is an example. Part of the pride in being a paratrooper in the 82d Airborne Division is that the job is difficult and dangerous to do and not everyone can meet the requirements. With the assignment of women, the type male volunteer may change, perhaps disrupting group cohesion and, hence, combat effectiveness.
- (e) The issue of sexual versus job expected behaviors also relates to the fraternization issue.

3. Conclusions.

- (a) Given the physical nature of many of the Army jobs and the Army in general, the problem of self-image appears real in the face of the feminine ideal.
- (b) For men, the Army is compatible with both their abilities and inclinations for physical activities and occupations, and the masculine ideal.
- (c) Since there is an inherent incompatibility of sex role for women in many of the Army job requirements, there will probably always be few women who migrate to these jobs. Some women who are led to such jobs will filter out.

- (d) Men may suffer from self-image with the assignment of large numbers of women in formerly all male "elite" MOS or units.
- 4. Recommendation. That ARI be tasked to conduct an in-depth study of the effect of self-image on job performance for both men and women.
- 5. Impact on Reserve Components. Unknown without additional data.
 - 6. Impact on Accession. Unknown without additional data.
 - 7. Source of Data.
- (a) O'Leary, U.E., Some Attitudinal Barriers to Occupational Aspirations in Women. <u>Psychologial Bulletin</u>, 1974, <u>81</u>, 809-826.
- (b) White, Robert, etal. Anthropometry of Women in the US Army 1977. Reports 1-5. Clothing, Equipment and Materials Engineering Laboratory; US Army Natick Research and Development Command, Natick, MA.
- (c) Hall, D.T. and Gordon, F.E. The Career Choices of Married Women: Effects on Conflict, Role Behavior, and Satisfaction. <u>Journal of Applied Psychology</u> 1973, <u>5858</u>, 42-48.
- (d) Poloma, M.M. and Garland, T.N. The Myth of the Egalitarian Family: Familial Roles and the Professionally Employed Wife. In A. Theodore (Ed). The Professional Woman. Cambridge, MA, Schenkman, 1971.
- (e) Dixon, R. B. Measuring Equality Between the Sexes, <u>Journal</u> of Social Issues 11976, 32, 19-32.
- (f) Deutsch, C.J. and Gilbert, L.A. Sex Role Stereotypes: Effect on Perceptions of Self and Other and Personal Adjustment. Journal of Counseling Psychology, 1976, 23, 373-379.
- (g) Gorden, F.E. and Hall, D.T. Self Image and Stereotypes of Femininity. Their Relationship to Women's Role Conflicts and Coping. Journal of Applied Psychology, 1974, 59, 241-243.
- (h) Hawley, P. What Women Think Men Think. <u>Journal of Counseling Psychology</u> 1971, 3, 193-199.
- (i) Lynch, E.M. The Executive Suite: Feminine Style. New York:
- (j) Komorovsky, M. Cultural Contradictions and Sexual Roles: The Masculine Case. American Journal of Sociology, 1973, 78, 873-884.

c. EMOTIONALITY. Are emotional characteristics of women such as to be a major concern for military planners?

IN THE TAX YES IN THE PROPERTY OF A PROPERTY.

1. Background.

- (a) A Navy study covering the years 1960 thru 1962 shows that the rate of psychiatric hospitalization for enlisted women (EW) was four times as high as for enlisted men (EM). Specifically, the EW rate was 44.7 and the EM rate 10.4 per 1,000 population per year (see reference 2.3.4.4 c 7(a)).
- (b) A more recent Navy study (1974) shows that EW still had psychiatric rates four times that of EM (38 vs 10 per 1000/yr) but that their rates coverge at age 30 (see reference 2.3.4.4 c 7(b)). However, this study also provided comparative data on male related problems. Fifty-one percent of Navy men versus only 37% of the women were diagnosed as having behavior disorders which included alcoholism.
- (c) In a 1966 study by Oxford University, women were found to have 2.1 times as many neurotic symptoms as men (see reference 2.3.4.4 c 7(c)).
- (d) A large scale 1969 study by B. P. and B. S. Dohrenwent found that women reported psychological distress significantly more frequently than men (see reference $2.3.4.4 \, \text{c} \, 7(\text{d})$).
- (e) Women tend to score higher on measures of "Anxiety,"
 "Emotionality" and "Neuroticism" than men (see reference 2.3.4.4 c
 7(d)).
- (f) Women have also been found to report twice as many psychosomatic disorders as men (see references 2.3.4.4 c 7(f)-(h)).
- (g) A recent survey of 2,299 Chicago area residents gives additional support to the above findings (see reference 2.3.4.4 c 7(i)). Women reported more physical health problems, had higher levels of psychosomatic disorders and took more psychoactive drugs. Twice as many women as men had sought professional help for their emotional problems. Higher levels of symptoms were found in married, separated and divorced women than men of equal status. However, single or widowed men tended to have as many symptoms as women. Both men and women in high executive positions show lower incidence of mental disturbance (see reference 2.3.4.4 c 7(j)).
- 2. Findings. Figure 2.3.4.21 presents a summary of the results of the interview and questionnaire on the issue of emotionality. Disagreement to the statement on emotionality indicates that the respondents think women would have problems in his or her unit (interview) or job specialty (questionnaire) because of emotion.

Assembled Care a American Court of the Security of the Securit

Population Category -Females Males tructiege and femile Summary of Questionnaire/Interview Responses, Peacetime and Wartime on Issue - Emotion. -cogia a politici o Officers Warrant Questionnaires (1024) Specialties Officer (6062) SOW **Enlisted** C&GSC Academy REW Peacetime Wartime 性的 医多种的 化自然性 医二种性 医二种性 医二种性 R P 1 Program and Service and Percent Disagree

ssue: Emotion - In general women are able to maintain emotional control in the job.

- (a) The responses to the interview are grouped by combat and combat support (plus combat service support) units. Representatives of these two type units did not report disagreement in significant numbers. (Fewer disagreements were given to nearly all the interview statements than to the questionnaire statements.)
- (b) The percent of disagreements in the sample from the Sergeants Major Academy sample was quite significant for war but not peacetime conditions.
- (c) The results were nearly identical for all remaining samples except for these from the Command and General Staff College and female samples. In these two cases neither peace nor war conditions elicited significant disagreements. For the others, wartime elicited a significant number of disagreements. Over all, women are not perceived as having a problem with emotions during peacetime.
- (d) The responses to the statement on emotionality are nearly identical to the responses to the statement on stress. This suggests that the respondents tend to equate the two terms.
- (e) Both stress and emotion were among the more significant items when considering wartime. Why the interview responses did not reflect concern about women's emotionality is not clearly known. However, the face to face interview with both men and women interviewers from an evaluation study on women is likely to have produced fewer disagreements on this issue than on the anonymous questionnaire. Furthermore, having only agree and disagree categories for responses tends to produce more positive responses because of the tendency of respondents not to be too negative (see reference 2.3.4.4 c 7(j)). Having a slightly negative response cate ory would have likely mitigated this tendency.
- (f) The literature gives strong evidence that women have significantly more psychiatric problems than men. It may be, however, that women are more likely to report their problems or seek help than men. The higher incidence of alcoholism and other behavior disorders for men may be the way that men react to their mental problems. The source of the high female psychiatric rate, however, is not known. In general, explanations range from the inherited biological nature of women to social expectancy and attitude pressures on them.

3. Conclusions.

- (a) Emotional problems, when defined as psychiatric syndromes are clearly more frequent for women than men.
- (b) The need of psychiatric care with associated costs is likely to increase in the Army as more women enter the service. However, male related problems and the associated costs are likely to decrease.

4. Recommendations.

- (a) That the Surgeon General be tasked to conduct an in-depth study of emotionality in terms of mental health and women in the military.
- (b) That ARI be tasked to conduct an in-depth study of emotionality in terms of expressive emotion in job performance.
- 5. Impact on Reserve Components. Unknown without further research.
 - 6. Impact on Accessions. Unknown without further research.
 - 7. Source of Data. See are repose last areason at areas attempt (6))
 - (a) Gunderson, E. K. E. Epidemiology and Prognosis of Psychiatric Disorders in the Naval Service. <u>Current Topics</u> in Clinical and Community Psychology, 1971, <u>3</u>, 129-210.
 - (b) Schuckit, M. A. and Gunderson, E. K. E. Psychiatric Incidence Rate for Navy Women: Implications for an All Volunteer Force. Military Medicine, July, 1974.
 - (c) Shepherd, M., Cooper, B., Brown, A. C. and Kalton, G. W. Psychiatric Illness in General Practice. Oxford University, London, 1966.
 - (d) Dohrenwent, B. P. and Dohrenwent, B. S. Social Status and Psychological Disorder: A Causal Inquiry. Wiley, New York, 1969.
 - (e) Eysenck, H. J. and Eysenck, S. B. G. Manual of the Eysenck Personality Inventory. University of London Press, London, 1964.
 - (f) Kessel N. and Munro, A. Epidemiological Studies in Psychosomatic Medicine Journal of Psychosomatic Research, 1964, 8, 67-81.
 - (g) Leighton, P. C., Harding, J. S., Macklin, D. B., MacMillan, A. M. and Leighton, A. H. <u>The Character of Danger: Psychiatric Symptons in Selected Communities</u>, Basic Books, New York, 1963.
 - (h) Lloyd, B. and Archer, J. (Eds) Exploring Sex Differences.
 Academic Press. N.Y., 1976.

The state of the s

- (i) Ufeld, F. and Pearlin, L. American Psychological Association Paper, San Francisco, 1977. Reported in <u>Psychology Today</u>, December 1977.
- (j) Raj, Des The Design of Sample Surveys New York, McGraw-Hill, 1972.
- d. AGGRESSIVENESS. An important aspect of military behavior during times of conflict and war is aggressiveness toward the enemy. A soldier who lacks the ability to become aggressive when in combat jeopardizes any mission. The objection toward women in combat related areas is that they lack the propensity for combat aggressiveness.

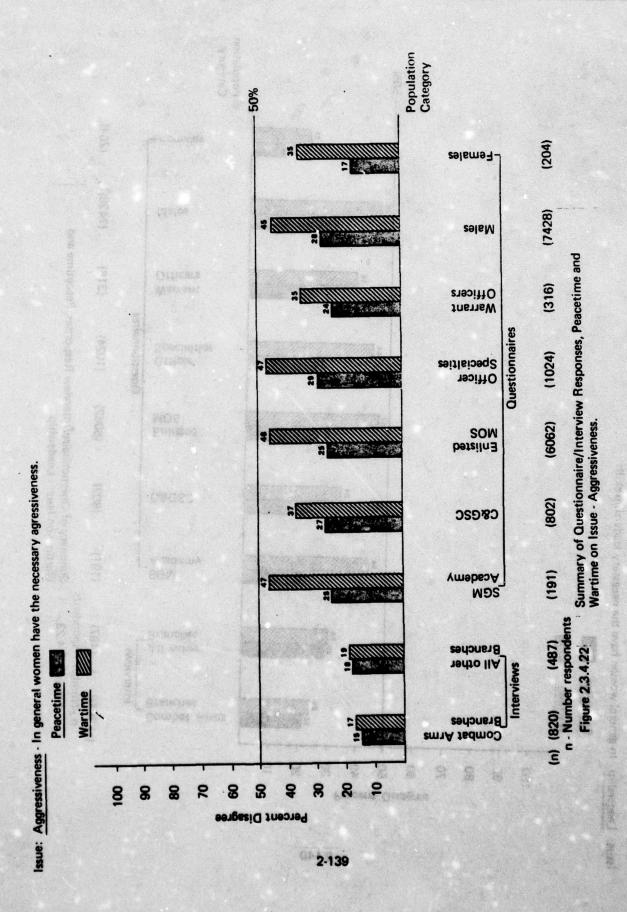
1. Background.

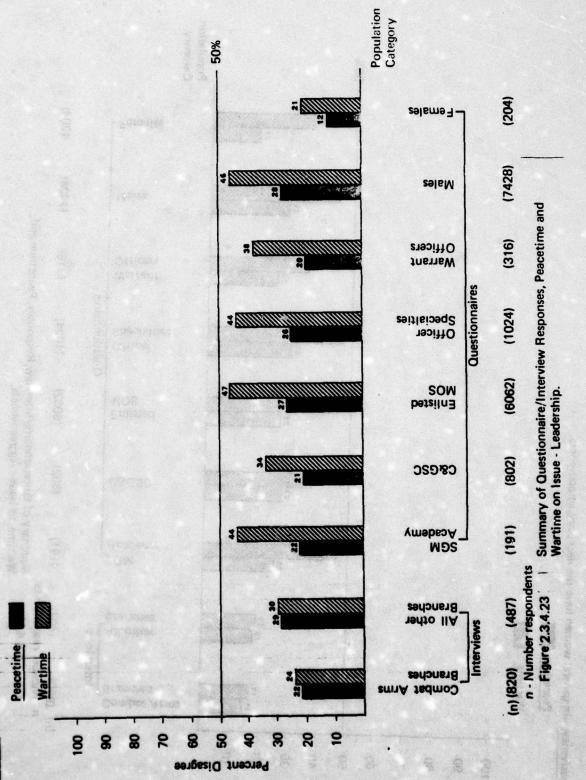
- (a) The recent Binkin and Bach Study (see reference 2.3.4.4 d 7(a)) reports there is concern that women are lacking sufficient aggressiveness. The literature on sex differences support the view that men are naturally more aggressive than women (see references 2.3.4.4 d 7(b)-(d)). Cross cultural and comparative animal studies provide evidence that such differences are related to physical and physiological differences (see reference 2.3.4.4 d 7(e)).
- (b) A review of the literature reveals that no known society is dominated by women who are warriors (see reference 2.3.4.4 d 7(g)). This argues in favor of the biological viewpoint.

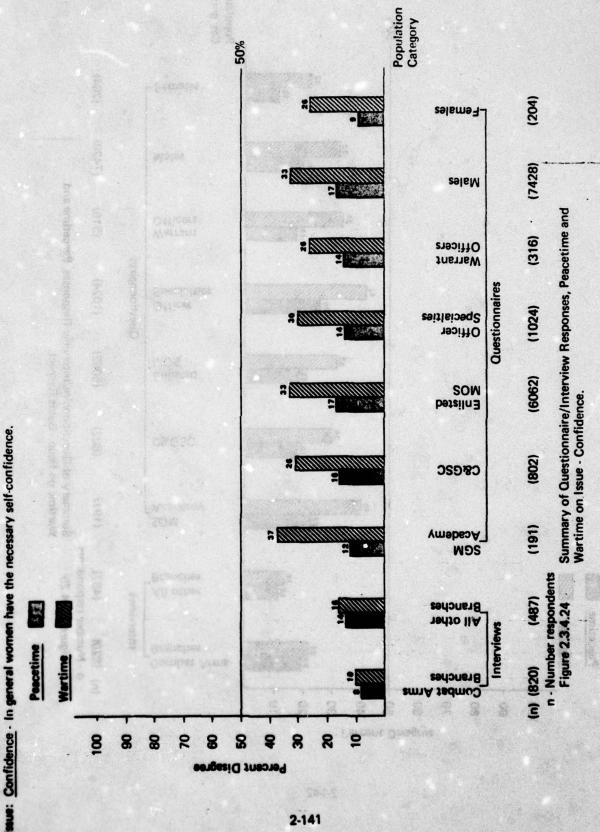
2. Findings.

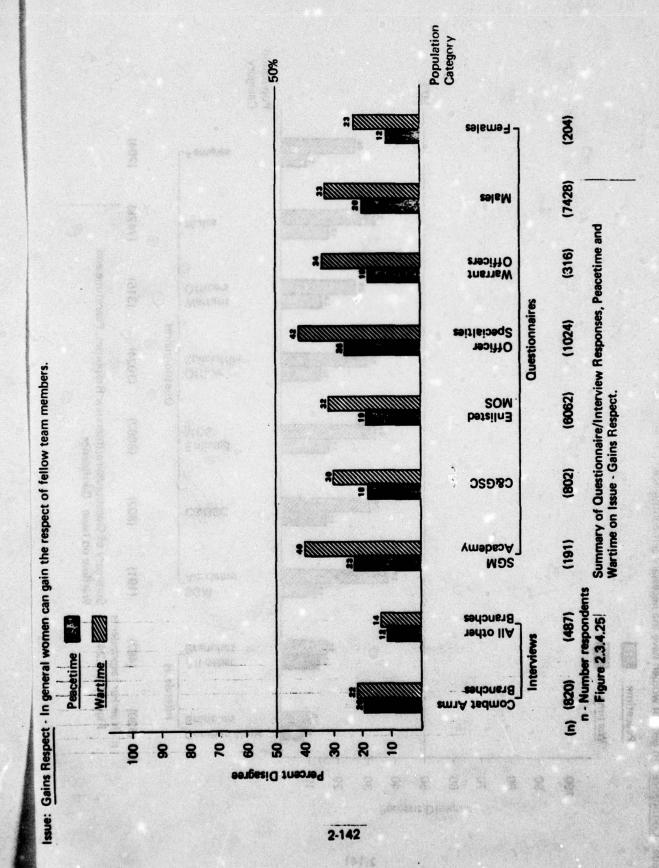
- (a) Figures 2.3.4.22 through 2.3.4.25 display the results of the interview and questionnaire surveys of this evaluation on the issue of aggressiveness and it's integral parts leadership, confidence, and the ability to gain respect. The percent of disagreements to the issue statement are given.
- (b) The responses to the interview are grouped into combat versus combat support (plus service support) units. Neither group gave a significant number of disagreements suggesting aggressiveness of women is not an issue. The interviews were consistently less negative toward women than the questionnaire on all issues.
- about aggressiveness even in wartime. Only four of the nine wartime percentages reached significance. The highest percentages were found in the SGMA (47%), the enlisted (45%), the officer (47%), and the male (45%) groupings.

in alore, bear breach, a (tor) tapleries see Grifferences









THE STATE OF THE S

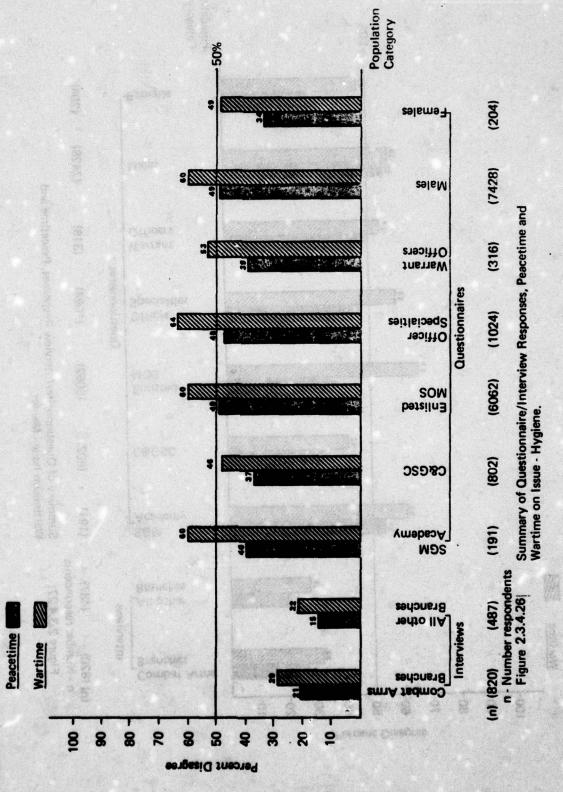
- (d) Whether aggressiveness is required for combat support personnel is a debated question. Although combat support personnel have a lesser need to be aggressive in their primary jobs, they have the potential for becoming involved in combat. Given this possibility it might be argued that aggressiveness is a requirement of these jobs.
- (e) Whether aggressiveness in any other sense is necessary for the non-combat job is not clearly stated in any known source. There are times when the term is used to refer to assertiveness, or as a leadership quality. Women may not lack aggressiveness of this sort, by nature. Present day programs in assertive training seems based on the assumption it can be taught to women.
- (f) The survey data does not reveal a great concern about aggressiveness of women.
 - 3. Conclusions. I say an everblee one trosterone grantile trops seems
- (a) The literature supports the view that women, in general, do not display as much outward aggressiveness as men.
- (b) However, it is not logical to say women lack the ability to be aggressive. Women are just significantly less aggressive when compared to men.
- (c) The term aggressiveness is not always used to mean combat type aggression but rather a tendency to be assertive. Assertiveness is a quality which may be easily taught to both men and women.
- 4. Recommendations. That ARI be tasked to conduct an in-depth study on the aggressive nature of women and military performance.
 - 5. Impact on Reserve Components. Unknown.
 - 6. Impact on Accessions. Unknown.
 - 7. Source of Data.
 - (a) Momen In The Military (Binkin & Bach 1976).
- (b) Dr. Margaret Mead "A National Service System as a Solution to a Variety of National Problems." (University of Chicago Press 1976, Page 108). or teck of orivacy. Scheldist for secures core teaceaste or

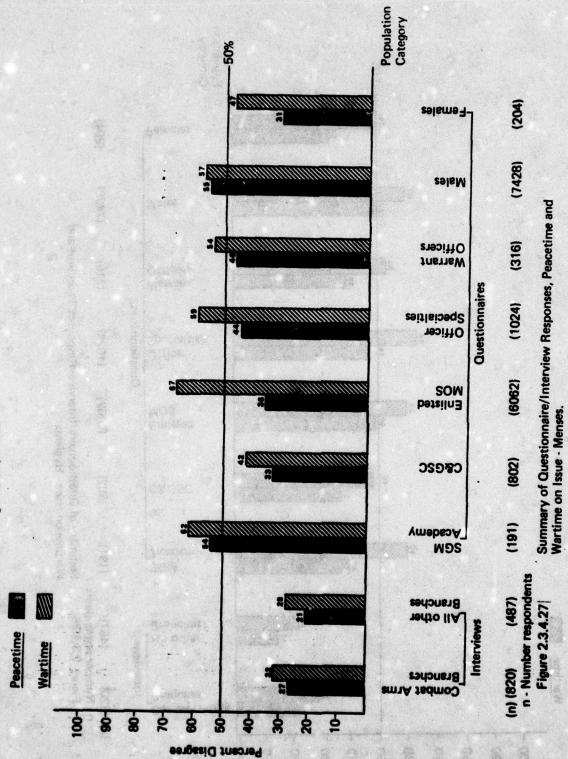
secretar felt houles? to be a order self-earth

- (c) McCoby, E.E. and Jacklin, C.N. (1974), "The Psychology of Sex Differences", Stanford University Press, Stanford.
- (d) Money, J. and Ehrhardt, A.A., "Man and Woman" Boy and Girl. Baltimore: John Hopkins, 1972. Seasons (See reference 2.3.4.4 e 5(1)).

- (e) Rosenblatt, P.C. and Cunningham, M.R., "Sex Differences in Cross-Cultural Perspective". In B. Lloyd and J. Archer (Eds) Exploring Sex Differences, New York: Academic Press, 1976.
- (f) Sherman, J.A., On the Psychology of Women: A Survey of Empirical Studies. Springfield, Ill., Charles C. Thomas, 1971.
- (g) Ember, M. and Ember, C.R., The Conditions Favouring Matrilocal versus Patrilocal Residence, <u>American Anthropologist</u>, 1971, 73, 571-594.
- e. <u>HYGIENE/MENSES</u>. Hygiene and menses are a source of definite physical and morale problems in the field which impacts on the job performance and mission accomplishment.
- 1. Findings. As part of this study, interview teams surveyed commanders, military supervisors, and soldiers on the issue of hygiene/menses. The interviewers asked if women could perform any job in their unit during their menstrual period. Opinions were given for peace time and combat situations. They were also asked about problems of female hygiene. Figure 2.3.4.26 and 2.3.4.27 display the survey results.
- (a) Of the 1421 soldiers interviewed, 74% agreed a women could perform her duties in a peace time situation and 71% agreed she could perform in a combat environment during the period of menstrual flow.
- (b) A questionnaire administered to 7384 soldiers, asked the same question but allowed the respondent to answer with either "strongly agree; agree; disagree to strongly disagree." 52.3% agreed or strongly agreed for the peace time situation and 60.8% for the combat situation.
- (c) The hygiene problem reflected on interviews that only 19% of the 1421 indicated this to be a problem during peace time and 25% during a combat situation. Questionnaire responses showed of the 7384 surveyed, that 48.7% for the peace time and 55% for the combat situation felt hygiene to be a problem area.
- (d) Findings of the REF-MAC 77 study in this area concluded that women in REFORGER encountered a variety of problems with health and sanitation. Latrine arrangements, even separate latrines, were unsatisfactory in the view of most women because of distance involved or lack of privacy. Schedules for showers were inadequate or unsatisfactory with the result that many women could not shower with normal frequency. Some gynecological problems resulted from this. Medical facilities were not adequate to support female service members in the field. The recommendations included that action be instituted to improve the tactical and field sustainment training of female leaders (see reference 2.3.4.4 e 6(f)).

Issue: Hygiene - In general women would not be limited by requirements of female hygiene.





- (e) Often times men are under "the misconception that menstruation negatively effects job performance. A survey of Army personnel indicates that military men are particularly apt to attribute women's incapacity to such factors as menstruation" (see reference 2.3.4.4 e 6(a)). Women often exaggerate discomforts (normally complaints of cramps) associated with the menstrual period when they are supervised by a male in order to avoid performing some duties. However, if work days lost because of menstrual problems are any indication of the severity of a woman's condition then the male supervisor must be educated as to the facts associated with menstrual disorders versus their conceptions of the problem. Information collected by the National Health Interview Survey in 1974 reveals that "only one out of twelve women in the labor force could be expected to report a menstrual disorder condition that would entail losing an average of 1.3 days a year; overall, women in the 1974 labor force lost an average of one-tenth of a day per year for menstrual reasons" (see reference 2.3.4.4 e 6(b)). Additionally "as assessment of women's ability to perform complex perceptual-psychometer tasks during different phases of the menstrual cycle conludes that there were no performance decrements associated with the menstrual cycle" (see reference 2.3.4.4 = 6(c).
- (f) Also fueling the controversy is an emerging body of research on the issue of whether men undergo cyclic emotional variation. At least one study hypothesizes that men, too, have a monthly temperature cycle and may periodically suffer some of the psychological and emotional symptoms associated with the female menstrual cycle (see reference 2.3.4.4 e 6(d)). In both cases the "importance" of any cycle effect is probably not great.
- (g) Many of the male responses on the question of menses indicated that they could only judge from their wives, sisters, and mothers since they had not worked with women and really didn't know first hand if a woman could perform.
- (h) Some of the problems experienced by women who participated in REFORGER 77 could have been avoided if they had received more training in field sanitation and had more exposure to a field environment. Leaders also must be trained to ensure the needs of the female soldier are met the same as that of the male soldier (i.e., medical facilities, medications, supplies and equipment to support the female in the field) (see reference 2.3.4.4 e 6(e)).

2. Conclusions.

(a) There is little evidence that menstruation or hygiene problems negatively affect job performance of women. There is evidence that supervisors do not understand the female menstrual cycle and that the women often take advantage of that fact.

(b) Females who are properly trained in field sanitation and who are frequently exposed to the field environment will probably be able to cope with the sanitation/hygiene problems if provided the necessary supplies and equipment peculiar to female needs.

3. Recommendations.

- (a) That OTSG review and evaluate the sanitation/hygiene needs of service people in a field environment as requested by the Director, WAC.
- (b) That emphasis be placed on the training and education environment to ensure that leaders are made aware of the problems and how to cope with them.
- 4. Impact on Reserve Forces. The Reserve components representative concurs with the conclusions and recommendations on this issue.
- 5. Impact on Accessions. If female soldiers are not properly trained in field sanitation and field situations, unit's with a high content of female soldiers could have a serious problem in accomplishing the mission.

6. Source of Data.

- (a) WITA Interviews/Questionnaires.
- (b) MILPERCEN Letter, DAPC-EPT-A, dated 9 Jan 1978, subject: Request for Women to Participate in a Study of Cyclic Variation of Performance Capabilities.
- (c) D.F., D-WAC, dated 8 Nov 1978, subject OB/GYN Service; Field Sanitation.
- (d) Martin Binkin & Shirley J. Bach, "Women and The Military", The Brookings Inst. (1977).
- (e) Batts and Others, "The Roles of the Women in the Army and Their Impact on Military Operations & Organization," USANC, May 75.

criping used not to prof is west as 1 Jan wis

(f) REF-WAC 77. ARI. OR DATA THANK AND DEPARTMENT OF THE PETER PROPERTY.

2.3.4.5. ISSUES OF LITTLE CONCERN.

a. Findings.

1. The studies of foreign Armies as pertains to women are not relative to the female soldier in the US Army.

diseas found of the estates and analysis and on the object by the estate and the

and that the which along take absorbed of that fact. .

- 2. The issues of coordination, confidence, teamwork, promotions and mechanical ability, appear to have no significant bearing on the capabilities or utilization of women in the Army.
- 3. The results of the WITA evaluation indicated little concern for arm/leg length for most jobs surveyed. However, specific MOS's did indicate a concern. For example, 43% of the of the 358 combat engineers (12B) indicated that women might have a problem because of either arm or leg length. Unfortunately, objective data was not available to the WITA study to determine if specific jobs have anthropometric requirements.

b. Recommendations.

- 1. That no further studies be initiated in the area of foreign armies as pertains to women in the United States Army.
- 2. Issues listed in paragraph 2.3.4.5 a 2, above, be eliminated from further studies sponsored by the Army. There are not considered to be germane strictly to women.
- 3. That the Army make an objective survey of anthropometric requirements for equipment used by Army personnel.

APPENDIX A-1

This appendix contains the back up material and data in support of objective 1. Contents are as indicated below:

ANNEX	TITLE	PAGE
1	Open MOS with Above Baseline Physical Requirements	A-1-1-1
2	Criterion for Using MOS/SSI Analysis Matrix	A-1-2-1
3	Methodology for Applying Results of Physical Capabilities Panel to MUS/SSI Analysis	A-1-3-1
4	Summary of Background and Responses (Questionnaire)	A-1-4-1
5	Completed Matrices Based on MOS/SSI Analysis	A-1-5-1
6	Impact of Rotation Base and Promotion on MOS/Specialties	A-1-6-1

ANNEX 1

OPEN MOS WITH ABOVE BASELINE PHYSICAL REQUIREMENTS

CMF	MUS	MOS TITLE
13	17B	Field Artillery Radar Crewman
	170	Field Artillery Target Acquisition Specialist
	93F	Field Artillery Meteorological Crewman
23	22N	Nike-Hercules Missile-Launcher Repairman
	230	Nike High Power Radar-Simulator Repairman
	24H	Improved Hawk Fire Control Repairman
	24J	Improved Hawk Pulse Radar Repairman
	24K	Improved Hawk Continous Wave Radar Repairman
	24L	Improved Hawk Launcher and Mechanical Systems Repairman
26	26B	Weapons Support Radar Repairman
27	21G	Pershing Electronic Material Specialist
	21L	Pershing Electronics Repair
	278	Land Combat Support System Test Specialist/Lance Repairer
	27E	Tow/Dragon Repairer
	27F	Vulcan Repairer
	276	CHAPARRAL/REDEYE Repairer
	27H	Shillelagh Repairer
31	31J	Teletypewriter Repairman
32	26Y	Satellite Communications Ground Station Equipment Repairman
36	36D	Antennaman
	36E	Cable Splicer
51	51B	Carpenter
	51C	Structures Specialist
	51H	Construction Foreman
	51N	Water Supply Specialist
	51R	Electrician
	62E	Crawler Tractor Specialist
	62F	Crane Operator
	626	Quarryman descent made of the control of the contro
	62H	Concrete Paving Equipment Operator
	62J	General Construction Machine Operator
52	52C	Power Pack Specialist
	520	Power Generator Equipment Repairman
	52E	Power Station Operator
54	54E	Chemical Operations Specialist
55	35F	Nuclear Weapons Electronic Specialist
	55D	Explosive Ordnance Disposal Specialist
	55G	Nuclear Weapons Maintenance Specialist
63	55X	Ammunition Inspector
63	34G	Fire Control Computer Repairman
	41C	
	41J	
	44B 44E	
	44E 45B	
	45L	Small Arms Repairman Artillery Repairman
	54D	Chemical Equipment Repairman
	62B	Construction Equipment Repairman
	020	CONSCIUCTION Equipment Repairman

CMF	MOS	MOS TITLE
63	63B	Wheel Vehicle Mechanic
	630	Track Vehicle Mechanic
	63F	Recovery Specialist
	636	Fuel & Electrical System Repairman
	6311	Automotive Repairman
	63J	Quartermaster Equipment Repairman
64	57H	Terminal Operations Coordinator
	61B	Watercraft Operator
	61C	Watercraft Engineer
	61F	Marine Hull Repairman
	64C	Motor Transport Operator
	71N	Traffic Management Coordinator
67	67G	Airplane Repairer
	670	Medium Helicopter Repairer
	671	Observation/Scout Helicopter Repairer
	67X	Heavy Lift Helicopter Repairer
	68B	Aircraft Power Plant Repairer
	680	Aircraft Power Train Repairer
	68F	Aircraft Electrician
	68G	Aircraft Structual Repairer
	68H	Aircraft Pneudraulics Repairer
	681	Helicopter Missile System Repairer
76	43E	Parachute Rigger
	43M	Fabric Repair Specialist
	57E	Laundry and Bath Specialist
	57F	Graves Registration Specialist
	760	Material Supplyman
	76J	Medical Supplyman
	767	Storage Supplyman
	76X	Subsistence Supplyman
91	91B	Medical Specialist
	91C	Clinical Specialist
	910	Operating Room Specialist
	91F	Psychiatric Specialist
	91G	Behavioral Science Specialist
	91H	Orthopedic Specialist
	91J	Physical Therapy Specialist
	91L	Occupational Therapy Specialist
	91P	X-Ray Specialist
	91R	Veterinary Specialist
	915	Environmental Health Specialist
	91T	Animal Specialist
92	76W	Petroleum Supply Specialist
	92C	Petroleum Laboratory Specialist
94	94B	Food Service Specialist
7.0	94F	Hospital Food Service Specialist
95	95B	Military Police
	95C	Correctional Specialist
	950	Assistant Special Agent
96	17M	Unattended Ground Sensor Specialist

Annex 2

CRITERION FOR USING MOS/SSI ANALYSIS MATRIX

1. Combat Exclusion Definition (CED).

- a. Any statement in the job description found in the AR 611 series that indicates employment of a weapon as a primary task in conflict with the CED results in a NO GO in block 1A.
- b. Any task identified in the proponent agency task lists, soldiers' manuals, FM's or TM's that indicates employment of a weapon as a primary task in conflict with the CED results in a NO GO in block 2A.
- c. When a physical task also involves employing a weapon as a primary function, block 3A is used to indicate NO GO.
- d. Block 5A is used to reflect the DA decision of 20 Dec 77. The decision to open previously closed MOS is indicated by GO.

2. Career Progression.

- a. Block 1B is used to record the results of the analysis of the career progression chart in the AR 611 career management field series. A NO GO in this block is basis for a final recommendation of closure. If the MOS feeds a closed MOS prior to E9. a NO GO is recorded.
- b. Block 5B is used to reflect the results of objective 3 analysis. Objective 3 methodology accounts for the open MOS in closed units and decrements for rotation base and promotion considerations for those males who must fill the positions. When the number of positions available for women is zero, or so small as to be considered tokenism, a NO GO is recorded.

3. Physical Capabilities/Limitations.

- a. Block IC is used to reflect any physical tasks in the AR 611 job descriptions that parallel physical tasks identified by the Physical Requirements Panel (Appendix D) as being beyond the capability of 75% of women.
- b. Block 3C is used to reflect the results of the Physical Requirements Panel of 18-19 January (Appendix D). Critical tasks beyond the capability of 75% of women result in a NO GO. The criteria

of 75% is a subjective decision by EWITA. If 75% of women can do a task, there is no basis for excluding women (see Annex 3, Appendix A-1).

- c. Block 4C is used to reflect the results of the questionnaire survey of personnel serving in the MOS (see Annex 2, Appendix B). Significant problems identified in the areas of strength, hand grip, endurance, size, arm/leg length, result in a NO GO.
- 4. Attitudes and Perceptions. Blocks 2D, 4D and 5D are used to reflect the results of the questionnaire survey of personnel serving in the MOS. Problems identified by a sufficient sample (75% confidence) were reflected as NO GO's in the blocks of the matrix discussed below:
 - a. Block 2D. Mechanical ability and skills.
- b. Block 4D. Are women capable of performing this job? This is the key block in the identification of problems by the survey sample.
- c. Block 5D. At the discretion of the MOS/specialty analyst and based on peculiarities of the job, significant problem areas from the questions on toughness, self image, stress, emotional control, and leadership may result in a NO 60.
- 5. Analysis of Officer and Warrant Officer SSI/MOS.
- a. General. There is an absence of critical and physical task lists and career progression concepts by career management field for both officers and warrant officers.
- b. Warrant Officers. The primary concern with warrant officers, other than pilots, is career progression in terms of the enlisted source. Determination of the enlisted career field source for warrant officer MOS and analysis of the open or closed status of those sources is the basis for establishing a GO or NO GO on career progression. This, compared with the attitudes and perceptions of incumbents surveyed, is the primary basis for EWITA recommendations.
- c. Officers. In the absence of a documentary basis other than AR 611-101 and attitudinal data, EWITA assumed that at the junior officer level (company grade) officers must be able to set an example in physical capabilities and task performance for enlisted personnel in the MOS and units to which they must be assigned for career progression. As an example, the cannon field artillery officer must

be able to effectively lead by example enlisted personnel in MOS 13B, 13E and 13F. Closure of those enlisted MOS indicates closure of the corresponding officer SSI.

ANNEX 3

tof one tenedroup arest, an Aut of the last weeking on the feat and alerter

METHODOLOGY FOR APPLYING RESULTS OF PHYSICAL CAPABILITIES PANEL TO MOS/SSI ANALYSIS

- 1. Many factors contributed to the ultimate decision to open or close a given MOS/SSI to women. One such factor was a comparison of the physical/physiological/anthropometric requirements of each MOS/SSI with the capabilities of women.
- 2. Ideally, the specific requirements of each MOS/SSI would be specified. A reliable and valid test would be developed to measure individual capabilities against requirements. Individuals would be tested to insure their capability to perform in the MOS/SSI prior to assignment. Unfortunately, no such comprehensive list of MOS/SSI requirements exists. Neither is there a test to adequately measure individual capabilities against even the most critical MOS/SSI skills. In the absence of the required precision to measure capabilities of individuals, EWITA compared the best estimate of the critical MOS/SSI requirements against the best available data concerning the percentage of women who could perform the requirements of the MOS/SSI, given random assignment to that MOS/SSI.
- 3. For example, if 80% of women, randomly selected can do the critical tasks of a given MOS, and if 10 are assigned to that MOS randomly, then 8 out of 10 will theoretically be able to perform adequately. Practically, this is a worst case, since those who are obviously incapable should be weeded out prior to assignment.
- 4. The next requirement is to determine what "percentage of MOS/SSI incumbents who cannot do the job" the Army can accept without degrading its combat effectiveness below the current state. To provide a base line of comparison, EWITA obtained an estimate of the percentage of males who can perform the critical tasks of a given MOS/SSI. This was enlightening, since it surfaced a number of critical tasks which few males can perform. While the percentage of males who can perform critical tasks varies from 10 percent in the 54E MOS to 100 percent in many MOS, the average is estimated to be above 75-80 percent across all MOS.
- 5. Using 75-80 percent as an initial cut-off, EWITA additionally considered equipment design which is generally geared to males from the 5th to 95th percentile (10% may not be able to use the equipment). An informal poll of commanders was conducted to determine their best estimate of the percentage of MOS incumbents who are unable, at any given time, to perform the critical MOS tasks. The commanders

estimated that at any given time 10% to 30% of their personnel are not capable of doing the critical tasks.

- 6. To avoid reducing the number of soldiers who can perform effectively in any given MOS above the current level, it appeared that 70-80 percent of all MOS incumbents must be able to perform effectively, all critical MOS tasks. Thus, EWITA accepted the figure of 75 percent as the minimum number for the cutoff. If it was estimated that 75 percent or more of the women being inducted into the Army, at any given time, could perform the critical tasks of an MOS, that MOS was not closed to women based on physical/physiological/anthropometric requirements of the MOS.
- This estimate assumes completely random assignment to the MOS. It assumes equal numbers of males and females in the MOS. It also assumes no reclassification based on unacceptable performance. It is clear that this is only a starting point and that the Army must establish a valid job-task analysis and develop tests to measure the capabilities of individuals against specific MOS requirements. This is especially true given the current numbers of "unable to perform MOS" incumbents and the fact that there is more variance within some MOS, as far as requirements are concerned, than there are between MOS.

of weath are could be come the requirements of the Mile 121, them are

adequarely instricting this is a worre, and, expressioned who are dovingwalf incapable seems of the worsed out print to analypement.

THE CONTROL OF THE PROPERTY OF THE STORES AND A STORES AN

to 180 parted in company, the taverage is estimated in the original of the parted of t

Constant agreement design which is generally design to make the

VITEROFFIE ACTUAL AND STREET AND STREET STREET, ENTER SECTIONALLY

ANNEX 4

- 1. This annex contains information concerning the background summaries and raw data by MOS/specialty of the questionnaire respondents. Summary information is also contained in the overall wrap-ups by major categories and for responses received from students at the Command and General Staff College and the Sergeants Major Academy.
- 2. The annex contents are summarized below.

Title		Page
Background and Questionnaire By Officer Specialty	Summaries	A-1-4-2
Background and Questionnaire (Officer)	Summary Wrap-Up	A-1-4-12
Background and Questionnaire By Warrant Officer MOS	Summaries 42	A-1-4-14
Background and Questionnaire (Warrant Officer)	Summary Wrap-Up	A-1-4-20
Background and Questionnaire By Enlisted MOS	Summaries	-1-4-22
Background and Questionnaire (Enlisted)	Summary Wrap-Up	A-1-4-80
Background and Questionnaire (Sergeants Major Academy)	Summary	A-1-4-82
Background and Questionnaire (Command and General Staff Co		A-1-4-84
Background and Questionnaire	Summary Wrap-Up (Male)	A-1-4-86
Background and Questionnaire	Summary Wrap-Up (Female)	A-1-4-88
Background and Questionnaire	Summary Wrap-Up (Overall)	A-1-4-90

CHIHOM

TOTAL

BIG.

area antictim up as stone and

Control of the second of the second of the second

re Sessi edence.

NUMBER OF RESPONDENTS 309

CONFIDENCE LEVEL 94%

RESP NO.	ONSES	YEARS SERVICE			GRADE	Marie Statement Communication	communications (6)	EDUCATION	Million & Associated	ONSES
None	.0	U-3	55	17.8	E3-E4	25.00		Less than HS		Mas Figure
59	19.1	4-5	59	19.1				ACCURATION TO A CONTRACT OF THE PARTY OF THE	None	
			102		THE RESIDENCE AND ADDRESS OF THE PARTY NAMED IN			AND ADDRESS OF THE PARTY OF THE	-	
				11.7		78	25.2	distributed frame of the state of the state of		
15	4.9	21-25	6	1.9	03-04			# * *	1	
4	1.3	26+	2	.6	05-06	43	13.9			
None	.0	*	11	3.6	2 * 273	None	.0	ettalia in a	10000	
200	100 0	TOTAL	200	100.0		200	,,,,			
	None 59 145 58 28 15 4 None	None .0 59 19.1 145 46.8 58 18.8 28 9.1 15 4.9 4 1.3	No. % SERVICE None .0 U-3 59 19.1 4-5 145 46.8 6-10 58 18.8 11-15 28 9.1 16-20 15 4.9 21-25 4 1.3 26+ None .0 *	None .0 U-3 55 59 19.1 4-5 59 145 46.8 6-10 102 58 18.8 11-15 38 28 9.1 16-20 36 15 4.9 21-25 6 4 1.3 26+ 2 None .0 * 11	None .0 U-3 55 17.8 59 19.1 4-5 59 19.1 145 46.8 6-10 102 33.0 58 18.8 11-15 38 12.3 28 9.1 16-20 36 11.7 15 4.9 21-25 6 1.9 4 1.3 26+ 2 .6 None .0 * 11 3.6	None .0 U-3 55 17.8 E3-E4 59 19.1 4-5 59 19.1 E5-E6 145 46.8 6-10 102 33.0 E7-E9 58 18.8 11-15 38 12.3 W1-W4 28 9.1 16-20 36 11.7 01-02 15 4.9 21-25 6 1.9 03-04 4 1.3 26+ 2 .6 05-06 None .0 * 11 3.6 *	NO. % SERVICE NO. % NO. None .0 U-3 55 17.8 E3-E4 59 19.1 4-5 59 19.1 E5-E6 145 46.8 6-10 102 33.0 E7-E9 58 18.8 11-15 38 12.3 N1-M4 28 9.1 16-20 36 11.7 01-02 78 15 4.9 21-25 6 1.9 03-04 188 4 1.3 26+ 2 .6 05-06 43 None .0 * 11 3.6 * None	NO. % SERVICE NO. % None .0 U-3 55 17.8 E3-E4 59 19.1 4-5 59 19.1 E5-E6 145 46.8 6-10 102 33.0 E7-E9 58 18.8 11-15 38 12.3 W1-W4 28 9.1 16-20 36 11.7 01-02 78 25.2 15 4.9 21-25 6 1.9 03-04 188 60.9 4 1.3 26+ 2 .6 05-06 43 13.9 None .0 * 11 3.6 * None .0	NO. % SERVICE NO. % None .0 U-3 55 17.8 E3-E4 1ess than HS 59 19.1 4-5 59 19.1 E5-E6 High School 145 46.8 6-10 102 33.0 E7-E9 Some College 58 18.8 11-15 38 12.3 W1-W4 College Grad 28 9.1 16-20 36 11.7 01-02 78 25.2 15 4.9 21-25 6 1.9 03-04 188 60.9 4 1.3 26+ 2 .6 05-06 43 13.9 None .0 * 11 3.6 * None .0	NO. % SERVICE NO. % NO. % None .0 U-3 55 17.8 E3-E4 1ess than HS None 59 19.1 4-5 59 19.1 E5-E6 High School None 145 46.8 6-10 102 33.0 E7-E9 Some College 19 58 18.8 11-15 38 12.3 W1-W4 College Grad 230 28 9.1 16-20 36 11.7 01-02 78 25.2 Grad School 59 4 1.3 26+ 2 .6 05-06 43 13.9 None .0 * 11 3.6 * None .0

	RESP	ONSES		
GENDER	NO.	%		
MALES	305	98.7		
FEMALES	3	1.0		
	55.31			
TOTAL	309	100.0		

RACE	RESP	ONSES
	NO.	8
WHITE	289	93.5
BLACK	9	2.9
OTHER	11	3.6
*	None	.0
TOTAL	309	100.0

TYPE	RESPONSES						
UNIT	NO.	9.					
TOF	250	80.9					
TDA *	57 2	18.5					
cost of the	7 (0.1)	Vac 8					
TOTAL	309	100.0					

PERIOD IN	100	RVISED MEN		RDINATE WOMEN	CO-WORKER WITH		
MONTHS	NO.	18	NU.	8	NO.	3	
Never	186	60.2	263	85.1	223	72.2	
1-6	23	7.4	22	7.1	22	7.1	
7-12	30	9.7	13	4.2	22	7.1	
13-18	16	5.3	2	.6	THE THE	2.3	
19-24	18	5.8	5	1.6	20	6.5	
25-36	10	3.2	2	.6	7	2.3	
37+	76	8.4		.3	6	1.9	
	None	.0	1	.3	2	.6	
TOTAL	309	100.00	309	100.0	309	100.0	

MARITAL	RESPONSES					
STATUS	NO.	1				
Sinale	47	15.2				
Married	248	80.3				
Separated	3	1.0				
Divorced	10	3.2				
Widowed	1	.3				
	None	.0				
TOTAL	309	100.0				

TABLE A.1.4.1. Background Summary on Questionnaire Respondents, Specialty 13A (Cannon FA Officer).

^{*} Incomplete or missing data

Number of Respondents: 309

Confidence Level: 94%

* Incomplete of mesting data

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	
1. Strength	16.8	34.6	29.8	18.8	12.3	21.7	29.4	36.6	
2. Size	22.7	42.4	22.0	12.9	19.4	36.9	20.4	23.3	
3. Grip	25.2	47.9	16.5	9.1	23.9	44.7	16.8	13.3	
4. Coordination	31.4	54.7	8.1	5.2	29.4	51.8	9.7	8.4	
5. Arm/Leg Length	27.8	50.2	12.3	8.4	26.2	48.2	13.3	11.3	
6. Endurance	18.4	34.0	30.7	16.8	13.6	18.4	33.7	34.3	
7. Menses	17.2	34.0	30.1	17.5	13.9	26.2	29.8	29.1	
8. Pregnancy	2.9	5.2	28.2	63.4	1.0	.3	13.6	84.5	
9. Hygiene	14.9	29.8	36.2	18.8	11.3	20.4	35.3	32.7	
10. Profiles	27.8	43.7	18.1	9.7	24.6	41.7	18.8	14.2	
11. Emotion	24.6	42.7	24.3	8.1	18.4	28.5	30.7	22.0	
12. Stress	22.3	50.2	19.4	7.8	15.9	34.6	30.1	19.1	
13. Confidence	29.4	54.4	12.6	3.2	24.9	43.7	23.3	7.8	
14. Toughness	17.5	31.4	35.3	15.9	11.7	18.4	35.3	34.6	
15. Gain Respect	23.0	43.0	26.2	7.8	18.1	34.3	30.4	17.2	
16. Aggressiveness	22.0	44.3	24.9	8.7	15.9	33.7	31.1	19.4	
17. Mech Ability	26.2	48.5	20.4	4.5	24.9	45.0	20.4	9.7	
18. Skills	19.1	34.6	33.7	12.6	14.9	26.2	35.6	23.0	
19. Make Effort	31.1	54.0	9.1	5.5	26.9	46.3	16.5	10.4	
20. Self Image	18.8	30.1	41.1	9.7	14.6	24.6	41.7	19.1	
21. Leadership	23.6	47.6	21.0	7.4	18.8	32.4	30.7	17.5	
22. Fraternization	18.8	32.7	34.0	13.9	16.2	26.9	34.6	22.0	
23. Single Parent	10.4	24.9	35.0	29.4	6.8	16.2	24.9	52.1	
24. Team Work	31.7	61.2	4.9	2.3	27.8	53.]	14.2	4.9	
25. Are Capable	16.2	28.5	34.6	20.4	12.0	13.9	29.8	43.7	
26. Should Allow	11.7	22.7	22.7	42.4	7.1	13.6	21.7	57.6	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.2. Summary of Questionnaire Responses, Specialty 13A (Cannon FA Officer)

NUMBER OF RESPONDENTS 66

CONFIDENCE LEVEL 64%

I	RESP	ONSES	YEARS	RESP	ONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
+	NO.	%	SERVICE	NO.	8	A 775-24-101	NO.	9	ASSIN A CHACTE	NO.	%
1	lone	.0	U-3	12	18.2	E3-E4		30833	Less than HS	None	.0
	13	19.7	4-5	13	19.7	E5-E6			High School	None	.0
	29	43.9	6-10	20	30.4	E7-E9			Some College	4	6.1
	12	18.2	11-15	8	12.1	W1-W4		ATT JOHN	College Grad	49	74.2
I	6	9.1	16-20	8	12.1	01-02	17	25.8	Grad School	13	19.7
I	4	6.1	21-25	2	3.0	03-04	40	60.6		None	.0
	2	3.0	26+		1.5	05-06	9	13.6	V		
N	lone	.0	*	2	3.0	* 8	None	.0		STFC S	5 10 0
1										91 19	
	66	100.0	TOTAL	66	100.0	TOTAL	66	100.0		OTAL	OTAL 66

	RESPONSES				
GENDER	NO.	%			
MALES	66	100.0			
FEMALES	None	0.			
territoria de la composición dela composición de la composición de la composición de la composición de la composición dela composición dela composición dela composición de la composición dela composición de la composición dela composici	None	0.			
TOTAL	66	100.0			

RACE	RESPONSES					
	NO.	8				
WHITE	62	94.0				
BLACK	2	3.0				
OTHER	2	3.0				
	None	.0				
TOTAL	66	100.0				

TYPE	RESPONSES				
UNIT	NO.	8			
TOE	53	80.3			
TDA	13	19.7			
	None	.0			
	7470				
TOTAL	66	100.0			

PERIOD IN	4 PH 10 42 70 P 15 70 USES	RVISED MEN	and the second s	RDINATE WOMEN	CO-WORKER WITH	
MONTHS	NO.	18	NO.	8	NO.	1 %
Never	36	54.5	57	86.4	47	71.2
1-6	6	9.1	4	6.1	5	7.6
7-12	6	9.1	2	3.0	4	6.1
13-18	4	6.1		1.5	2	3.0
19-24	4	6.1		1.5	4	6.1
25-36	3	4.5		1.5	2	3.0
3/+	6	9.1	None	.0	2	3.0
		1.5	None	.0	None	.0
TOTAL	66	100.0	66	100.0	66	160.0

MARITAL	RESPONSES				
STATUS	NO.	8			
Single	10	15.2			
Married	53	80.3			
Separated	one	.0			
Divorced	3 10	4.5			
Widowed	Jone	.0			
	one	.0			
TOTAL	66	100.0			

TABLE A.1.4.3. Background Summary on Questionnaire Respondents, Specialties 13B, 13C, 13D (FA Officer).

The state of the s

^{*} Incomplete or missing data

Number of Respondents: 66 Confidence Level: 647

Women can work in this MOS/Specialty considering (issue).

Percentage in Peacetime					Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disag.ee	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	
1. Strength	16.0	36.0	29.9	18.1	12.0	23.5	28.0	36.0	
2. Size	21.9	42.9	22.9	12.3	18.7	37.6	20.5	22.7	
3. Grip	24.8	48.5	17.1	8.5	23.7	45.1	16.5	13.1	
4. Coordination	30.4	56.5	7.7	4.8	28.5	53.3	8.8	8.3	
5. Arm/Leg Length	26.7	52.0	12.8	7.5	25.1	49.6	13.6	10.4	
6. Endurance	18.1	35.7	29.9	16.3	13.3	19.7	33.3	33.1	
7. Menses	17.1	33.6	30.7	17.6	12.8	25.6	31.2	28.8	
8. Pregnancy	3.5	6.1	28.0	62.1	.8	1.3	13.9	82.9	
9. Hygiene	15.2	29.6	35.7	19.2	11.5	19.5	35.7	32.3	
10. Profiles	27.2	45.6	17.9	8.8	23.7	43.5	18.1	13.6	
II. Emotion	24.5	44.5	22.9	7.7	18.1	30.1	30.4	20.5	
12. Stress	21.9	52.0	18.1	7.5	16.3	36.5	28.3	17.9	
13. Confidence	28.5	56.0	11.7	3.5	24.5	45.9	21.3	7.5	
14. Toughness	17.6	32.8	35.2	14.1	11.7	20.3	35.5	31.7	
15. Gain Respect	22.1	44.5	25.1	8.3	17.6	37.1	27.5	17.3	
	21.3	46.4	24.3	8.0	15.5	35.2	31.5	17.3	
17. Mech Ability	25.6	50.4	19.7	4.0	24.5	46.9	19.2	8.8	
18. Skills	18.9	35.7	32.0	13.3	14.9	27.2	33.9	23.2	
19. Make Effort	29.9	55.5	9.6	4.8	26.1	46.4	17.3	9.6	
20. Self Image	17.9	31.2	40.8	9.9	14.1	23.7	42.7	18.9	
21. Leadership	22.4	49.6	21.3	6.4	17.9	33.9	30.7	16.5	
	18.4	34.4	32.3	14.1	15.5	28.3	34.1	20.8	
23. Single Parent	10.1	25.6	33.9	30.1	6.7	15.7	25.3	51.7	
24. leam Work	30.4	62.1	5.1	2.4	26.9	54.4	13.1	5.1	
25. Are Capable	16.3	30.1	34.4	18.9	12.0	16.0	29.6	41.3	
26. Should Allow	11.7	24.3	23.5	40.0	7.5	14.7	22.4	54.9	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.4. Summary of Questionnaire Responses, Specialties 138, 13C, 13D (FA Officers).

TABLE M. F. S. & Got George Sugar on Camaig longing Sacramont's

admin polyara to savignost #

NUMBER OF RESPONDENTS 198

CONFIDENCE LEVEL 88%

AGE	RESP	PONSES	YEARS		PONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	· NO.		SERVICE	NO.	3		NO.	8		NO.	8
17-20	None	.0	U-3	24	12.1	E3-E4			Less than HS	None	(
21-25	32	16.2	4-5	36		E5-E6	8.53 J		High School	None	
26-30	- 95	48.0	6-10	76		£7-£9			Some College	6	3.0
31-35	- 29	14.6	11-15	19	9.6	W1-W4	-01000		College Grad		68.2
36-40	19	9.6	16-20	25	12.6	01-02	49	24.7	Grad School	56	
41-45	17	8.6	21-25	10	5.1	03-04		57.1		1	
46+ -	5	2.5	26+	5	2.5	05-06	36	18.2			
	1	.5		3	1.5		None				
TUTAL	198	100.0	TOTAL	198	100.0	TOTAL	198	100.0	TOTAL	198	100.0

	RESPONSES					
GENDER	10.	-				
MALES	196	99.0				
FEMALES		1000				
TOTAL	198	100.				

RACE	RESPONSES					
	NO.	3				
WHITE	177	00				
BLACK	11/4	89.4				
OTHER	4 - 7	3.5				
	None					
TOTAL	198	100.0				

TYPE	RESP	ONSES
UNIT	WO.	8
TOE	133	67.2
TUA	62	31,3
	3	1.5
TOTAL	198	100.0

PERIOD IN	CONTRACTOR STREET	MEN	U.S. Combination	RBINATE WOMEN		CO-WORKER WITH WOMEN	
MONTHS		1-1	NO:-	3	WO.		
Never	86	43.4	163	82.4	122	61.6	
1-0	17	8.6	1	5.6	17	8.6	
7-12	20	10.1	- 9	4.5	- 21-	10.6	
13-10	- 13	6.6		5		5.1	
19-24	75	7.6	5-	-2.5	8	4.0	
25-36	-47	+ 8.6		-1.0	13	6.6	
371	20-	1-13.1-	2	1.0		2.5	
		2.0	5	2.5	Z	**************************************	
TOTAL	198	100.0	198	100.0	198	100.0	

MARITAL	RESPONSES					
STATUS	NU.	8				
Single	27	13.6				
METTIEU	163	82.4				
Separated	ı	.5				
Divorced	- T	3.5				
NT COMEC	None	.0				
	Mile	0.				
TOTAL	198	100.0				

TABLE A.1.4.5 Background Summary on Questionnaire Respondents, Specialty 14CMF (14A, 14B, 14C, 14D, 14E, 14F, 14G) (AD Officer),

The second of th

^{*} Incomplete or missing data

Number of Respondents: 198

Confidence Level: 88%

Women can work in this MOS/Specialty considering (issue).

	lssue	Percentage in Peacetime				Percentage in Wartime			
		Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1.	Strength	41.1	36.9	14.1	6.6	32.8	25.8	23.7	16.2
2.	Size	46.0	39.9	9.1	4.5	42.4	38.2	13.6	10.1
3.	Grip	47.5	41.9	7.1	3.0	44.9	41.9	7.6	4.5
4.	Coordination	44.4	45.5	6.6	3.0	42.9	43.4	7.1	5.1
5.	Arm/Leg Length	45.5	41.5	8.1	4.5	43.9	40.9	6.1	8.1
6.	Endurance	40.9	32.8	17.7	7.6	30.3	21.2	28.3	18.7
7.	Menses	38.4	23.7	26.8	10.1	29.8	15.2	28.8	24.7
8.	Pregnancy	9.6	8.1	33.3	48.0	1.0	5.1	19.7	72.7
9.	Hygiene	33.8	22.7	32.3	10.6	22.7	16.7	34.8	24.7
10.	Profiles	47.0	35.4	14.1	3.0	41.9	33.3	15.7	8.1
11.	Emotion	42.4	29.8	22.2	4.5	34.8	18.2	28.8	16.7
12.	Stress	45.5	29.3	21.2	3.0	34.3	21.7	29.3	13.1
13.	Confidence	52.5	35.4	9.6	2.0	46.5	26.3	19.2	7.1
14.	Toughness	40.4	25.3	25.8	7.6	24.7	17.2	35.9	20.7
15.	Gain Respect	42.9	28.8	20.2	6.6	32.3	21.2	28.8	15.7
16.	Aggressiveness	43.3	31.3	19.2	5.1	34.3	25.8	24.7	13.6
17.	Mech Ability	49.5	36.9	9.1	3.5	50.5	33.8	8.6	6.1
18.	Skills	40.9	26.8	23.2	8.6	29.8	21.7	30.3	17.2
19.	Make Effort	43.9	46.5	7.6	2.0	42.4	38.9	12.6	5.6
20.	Self Image	34.3	26.3	31.8	7.6	29.3	16.7	34.3	18.7
21.	Leadership	47.5	33.3	14.6	4.0	39.4	28.3	21.2	10.1
22.	Fraternization	41.4	17.2	26.3	15.2	35.4	17.7	23.7	22.7
23.	Single Parent	28.3	12.6	37.9	21.2	19.7	10.1	26.8	42.4
24.	Team Work	54.5	38.9	4.5	2.0	49.0	35.9	9.6	5.1
25.	Are Capable	37.4	28.8	25.8	8.1	22.2	18.7	34.8	23.2
26.	Should Allow	28.3	24.2	23.2	23.7	19.2	14.6	23.2	4T.9

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.6. Summary of Questionnaire Responses, Specialty 14 CMF (14A, 14B, 14C, 14D, 14E, 14G) (AD Officer).

area paisting as are lessoning a

SONFIDENCE LEVEL 98%

AGE	RESP	ONSES	YEARS	RESI	PONSES	GRADE	RESP	ONSES	EDUCATION	DUCATION RESPON	
(YRS)	NO.	%	SERVICE	NO.	8	100012	NO.	%	अधिक संस्था कर	NO.	%
17-20	None	.0	U-3	3	1.2	E3-E4	a no		Less than HS	None	.0
21-25	4	1.6	4-5	37	15.1	E5-E6			High School	None	.0
26-30	89	36.3	6-10	65	26.5	E7-E9			Some College	31	112.7
31-35	91	37.2	11-15	77	31.4	W1-W4			College Grad	140	57.1
36-4U	40	16.3	16-20	42	17.2	01-02	13	5.3	Grad School	74	30.2
41-45	10	4.1	21-25	8	3.3	03-04	200	81.6		None	.0
46+	10	4.1	26+	5	2.0	05-06		13.1			2550
	- 1	.4		8	3.3		None	.0			
TOTAL	245	00.0	TOTAL	245	100.0	TOTAL	245	100.0	TOTAL	245	100.0

	RESPONSES				
GENDER	NO.	8			
MALES	242	98.8			
FEMALES	2	.8			
	15.0	.4			
TOTAL	245	100.0			

RACE	RESPONSES				
	NU.	6			
WHITE	233	95.1			
BLACK	7	2.9			
OTHER	4	1.6			
	ξ Ι .	.4			
TOTAL	245	100.0			

TYPE	RESPONSES				
UNIT	NO.	76			
TOE	143	58.3			
TUA	95	38.8			
e out on one	39. 7 8	2.9			
TOTAL	245	100.0			

PERIOD IN				RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	*	NO.	8	NU.	3	
Never	69	28.2	204	83.3	143	58.4	
1-6	31	12.6	13	5.4	23	9.4	
7-12	33	13.5	10	4.1	25	10.2	
13-18	18	7.3	5	2.0	12	4.9	
19-24	24	9.8	6	2.4	16	6.5	
25-36	23	9.4	4	1.6	14	5.7	
37+	46	18.8	3	1.2	10	4.1	
		.4	None	.0	2	8.	
TOTAL	245	100.0	245	100.0	245	100.0	

MARITAL	KESPUNSES					
STATUS	NO.	76				
Single	16	6.5				
Married	219	89.4				
Separated	3	1.2				
Divorced	7	2.9				
Widowed	None	.0				
	None	.0				
TOTAL	245	100.0				

TABLE A.1.4.7. Background Summary on Questionnaire Respondents, Specialty 15A (AVN Officer).

^{*} Incomplete or missing data

Confidence Level: 98%

area potesty or utalignees. *

Women can work in this MOS/Specialty considering (issue).

	Perce	entage i	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1. Strength	46.9	31.8	15.5	5.3	36.7	24.1	22.0	116.7
2. Size	51.8	32.7	10.2	4.9	48.2	28.6	12.7	110.2
3. Grip	52.7	35.1	7.3	4.5	52.7	33.9	4.9	7.8
4. Coordination	55.5	35.1	5.3	3.7	55.1	33.1	4.9	6.5
5. Arm/Leg Length	51.0	32.7	11.4	4.5	49.4	31.4	11.4	7.3
6. Endurance	44.9	28.6	16.7	9.4	29.0	16.7	32.2	21.2
7. Menses	32.2	18.8	32.7	15.5	26.5	14.7	30.2	21.3
8. Pregnancy	6.9	2.9	22.9	66.9	2.9	1.6	13.9	81.2
9. Hygiene	32.2	23.7	28.6	15.1	21.6	17.1	36.7	24.1
lu. Profiles	45.3	28.6	17.1	8.6	42.0	26.5	16.7	14.3
11. Emotion	39.2	27.8	24.9	7.8	26.5	14.7	35.5	22.4
12. Stress	45.7	28.2	18.8	6.9	33.5	18.0	29.0	18.8
13. Confidence	48.2	34.3	12.7	4.5	39.6	25.7	23.7	10.2
14. Toughness	41.6	28.2	20.8	9.0	21.2	14.7	39.6	23.7
15. Gain Respect	48.2	31.0	14.7	5.7	34.3	22.9	27.3	15.1
16. Aggressiveness	41.9	27.3	22.9	6.5	29.0	20.4	30.2	20.0
17. Mech Ability	48.2	31.4	13.5	6.5	44.5	30.2	14.7	10.2
18. Skills	41.6	26.5	21.2	9.8	31.4	19.2	29.8	118-8
19. Make Effort	49.4	34.3	9.8	6.1	43.3	24.1	22.0	10.2
20. Self Image	36.3	26.1	28.2	9.0	30.2	16.3	36-3	15.9
21. Leadership	41.6	23.7	27.8	6.5	29.4	20.0	30.2	20.0
22. Fraternization	32.2	22.9	33.5	11.0	24.1	20.8	33.5	21.2
23. Single Parent	24.1	17.1	35.5	22.4	15.5	7.3	31.4	44.9
24. Team Work	53.5	35.1	5.7	5.3 .	47.3	31.8	12.2	8.2
25. Are Capable	42.4	30.6	15.9	10.6	23.3	15.5	32.7	28.2
26. Should Allow	37.6	27.8	18.0	15.9	17.1	15.5	25.3	41.6

MOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.8. Summary of Questionnaire Responses, Specialty 15A (AVN Officer)

and the state of the state of

CONFIDENCE LEVEL 81%

AGE	RESP	ONSES	YEARS	RESP	PUNSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	%	SERVICE	NO.	%	Preparate	NO.	6	100 A 100 A	NO.	%
17-20	None	.0	U-3	24	16.0	E3-E4		22.711	Less than HS	None	1
21-25	24	16.0	4-5	24	16.0	E5-E6				None	1 1
26-30	66	44.0	6-10	55		E7-E9			Some College	8	5 3
31-35	22	14.7	11-15	9	6.0	W1-W4		MEA.	College Grad	100	66.7
36-4u	18	12.0	16-2u	27	18.0	01-02	32	21.3	Grad School		27 3
41-45	13	8.7	21-25	7	4.7	03-04	89	59.3	*	1	
46+	5	3.3	26+	2	1.3	05-06	29	19.4			33.00
*	2	1.3	*	2	1.3	*	None	.0			05 14 70 00
TOTAL	150	100.0	TOTAL	150	100.0	TOTAL	150	00.0	TOTAL	150	00.0

	RESPONSES					
GENDER	NO.	1%				
MALES	143	95.3				
FEMALES	6	4.0				
344	J.J.	.7				
TOTAL	150	100.0				

RACE	RESPONSES				
	NO.	8			
WHITE	129	86.0			
BLACK	12	8.0			
OTHER	9	6.0			
*	None	.0			
TOTAL	150	100.0			

TYPE	RESPONSES				
UNIT	NO.	1			
TOE	89	59.3			
TDA	58	38.7			
	- net V	2.0			
TOTAL	150	100.0			

PERIOD IN		SUPERVISED WOMEN		RDINATE WOMEN	CO-WORKER WITH WOMEN	
MONTHS	NO.	1 %	NO.	18	NO.	1
Never	25	16.7	124	82.8	47	31.2
1-6	14	9.3	17	11.3	22	14.7
7-12	20	13.3	2	1.3	19	12.7
13-18	21	14.0	2	1.3	16	10.7
19-24	12	8.0	T	.7	11	7.3
25-36	18	1 12.0	2	1.3	15	10.0
37+	40	26.7	2	1.3	19	12.7
	None	.0	None	.0	1	.7
TOTAL	150	100.0	150	100.0	150	100.0

MARITAL	RESPONSES					
STATUS	NO.	8				
Single	22	14.7				
Married	125	83.3				
Separated	None	.0				
Divorced	2	1.3				
widowed		.7				
	None	.0				
TOTAL	150	100.0				

TABLE A.1.4.9. Background Summary on Questionnaire Respondents, MOS/Specialty 25A (Combat Signal Officer).

^{*} Incomplete or missing data

Confidence Level: 81%

Women can work in this MOS/Specialty considering (issue).

		Perce	ntage i	n Peace	time	Percentage in Wartime				
	Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	
1.	Strength	52.7	32.0	11.3	2.7	40.0	22.7	24.0	12.0	
2.	Size	56.0	36.7	5.3	1.3	46.7	30.0	16.7	5.3	
3.	Grip	54.0	39.3	4.0	2.0	51.3	37.3	7.3 .	2.7	
4.	Coordination	50.7	43.3	4.7	.7	46.0	40.0	10.0	2.7	
5.	Arm/Leg Length	47.3	40.7	10.0	1.3	47.3	36.7	11.3	3.3	
6.	Endurance	43.3	28.7	22.7	4.7	19.3	17.3	4.3	118.0	
7.	Menses	41.3	23.3	26.0	8.0	28.7	18.0	33.3	18.0	
8.	Pregnancy	8.7	4.0	50.0	37.3	2.0	2.7	27.3	168.0	
9.	Hygiene	33.3	22.7	33.3	10.7	22.7	16.7	34.0	126.0	
10.	Profiles	40.0	32.7	20.0	7.3	34.0	28.7	23.3	13.3	
11.	Emotion	49.3	26.7	19.3	4.0	28.7	16.0	35.3	18.7	
12.	Stress	50.7	26.7	20.7	2.0	26.7	22.0	32.7	18.0	
13.	Confidence	56.7	32.0	10.0	1.3	46.0	24.0	22.7	6.7	
14.	Toughness	45.3	27.3	24.0	3.3	26.0	16.7	38.0	19.3	
15.		48.7	35.3	14.0	2.0	38.7	29.3	25.3	6.0	
16.	Aggressiveness	51.3	29.3	17.3	2.0	40.7	22.7	26.7	9.3	
17.	Mech Ability	52.7	33.3	11.3	2.7	48.7	32.7	13.3	4.7	
18.	Skills	46.0	30.7	20.0	2.7	32.0	25.3	26.7	114.0	
19.	Make Effort	50.0	39.3	8.0	2.7	44.0	34.0	15.3	6.0	
20.	Self Image	45.3	24.7	27.3	2.7	32.0	19.3	37.3	10.7	
21.	Leadership	50.7	35.3	11.3	2.7	36.0	29.3	22.0	10.0	
22.	Fraternization	36.7	26.7	26.0	10.7	34.0	22.7	27.3	15.3	
23.	Single Parent	21.3	12.7	36.7	29.3	14.7	4.0	30.0	51.3	
24.	Team Work	50.7	40.7	7.3	1.3	48.U	32.0	14.7	1 4.7	
	Are Capable	50.7	34.0	12.7	2.7	31.3	20.0	31.3	16.7	
	Should Allow	46.0	27.3	16.0	10.7	26.7	21.3	23.3	28:0	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.10. Summary of Questionnaire Responses, Specialty 25A (Combat Signal Officer).

CONFIDENCE LEVEL 95%

AGE	RESP	ONSES	YEARS	RESP	ONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	%	SERVICE	NO.	%		NO.	%		NO.	%
17-20	None	0	0-3	119	11.6	E3-E4			Less than HS	None	.0
21-25	134	13.1	4-5	168	16.4	E5-E6			High School	None	.0
26-3U	440	AND DESCRIPTION OF THE PARTY OF	6-10	333	32.6	E7-E9			Some College	69	6.7
31-35	228	22.3	11-15	170	16.6	W1-W4		100	College Grad	699	68.3
36-40	124	12.1	16-20	152	14.8	01-02	191	18.7	Grad School	253	24.7
41-45	65	6.3	21-25	38	3.7	03-04	677	66.1	*	3	.3
46+	29	2.8	26+	18	1.8	05-06	156	15.2			550
*	4	.4	*	26	2.5	*	None	.0			
TOTAL	1024	100_0	TOTAL	1024	100.0	TOTAL	1024	100.0	TOTAL	1024	100.0

	RESP	ONSES
GENDER	NO.	8
MALES	1007	98.
FEMALES	12	1.
	5	
TOTAL	.1024	100.

RACE	RESPONSES					
	NO.	8				
WHITE	941	91.9				
BLACK	46	4.5				
OTHER	36	3.5				
TOTAL	1024	100.0				

TYPE	RESPONSES					
UNIT	NO.	8				
TOE	713	69.6				
TUA	294	28.7				
	- 17:	1./				
TOTAL	1024	100.0				

PERIOD IN		RVISED	WVCA-715992866594363	RDINATE	CO-WORKER WITH WOMEN		
MONTHS	NO.	8	NO.	8	NO.	8	
Never	405	39.6	864	84.4	604	59.0	
1-6	101	9.8	69	6.6	96	9.4	
7-12	115	11.2	36	3.5	94	9.2	
13-18	78	7.6	12	1.2	53	5.2	
19-24	80	7.8	18	1.8	61	5.0	
25-36	90	8.8			59	5.7	
37+	149	14.6	8	.8	49	4.7	
	6	.6	6	.6	8	.8	
TOTAL	1024	100.0	1024	100.0	1024	100.0	

MARITAL	RESPONSES					
STATUS	NO.	8				
Single	125	12.2				
Married	859	83.9				
Separated	2.9/10	\$. ·				
Divorced	31	3.0				
Widowed	2	· 养 · 粉				
	None	•				
TOTAL	1024	100.0				

TABLE A.1.4.11. Background Summary on Questionnaire Respondents, Wrap Up for All Officer Specialties.

CONTRACTOR STATE STATE STATE STATE

^{*} Incomplete or missing data

Confidence Level: 95%

, and present to the last and the

Women can work in this MOS/Specialty considering (issue).

	Perce	entage i	n Peace	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	
1. Strength	34.7	35.5	19.3	10.0	27.1	24.3	24.8	22.9	
2. Size	39.6	39.3	13.9	7.0	35.4	33.7	16.1	14.1	
3. Grip	40.6	43.2	10.3	5.3	39.5	40.9	10.3	8.1	
4. Coordination	42.4	47.7	6.1	3.4	40.7	44.8	7.4	6.1	
5. Arm/Leg Length	39.3	43.8	11.1	5.1	38.2	41.9	11.1	7.8	
6. Endurance	33.5	32.3	22.9	10.7	22.1	19.1	33.5	24.2	
7. Menses	28.7	26.1	30.2	14.1	22.1	19.1	31.3	26.1	
8. Pregnancy	6.3	5.2	3.9	57.3	1.6	2.2	16.9	78.5	
9. Hygiene	26.2	25.6	32.9	14.9	18.5	18.0	35.1	27.6	
10. Profiles	37.6	37.4	17.4	7.2	33.5	34.8	18.4	12.6	
11. Emotion	35.4	34.9	22.8	6.4	24.6	21.5	33.1	19.8	
12. Stress	36.8	37.3	19.9	5.5	25.5	26.2	30.3	17.1	
13. Confidence	42.5	43.U	11.2	3.0	36.0	33.4	21.9	7.9	
14. Toughness	32.5	29.7	27.8	9.6	19.1	17.6	37.1	25.4	
15. Gain Respect	36.9	36.9	19.8	6.0	28.1	28.9	27.7	14.5	
16. Aggressiveness	35.4	36.1	22.4	5.8	26.7	27.2	29.7	15.7	
17. Mech Ability	40.2	40.5	14.6	4.3	38.6	38.1	15.0	7.7	
18. Skills	33.1	30.9	25.9	9.7	24.5	23.8	31.3	19.4	
19. Make Effort	40.4	45.7	9.6	4.1	36.5	36.6	17.7	8.7	
20. Self Image	30.3	27.9	33.9	7.7	24.2	19.6	38.5	16.9	
21. Leadership	36.5	37.1	20.8	5.3	27.6	28.0	27.8	15.7	
22. Fraternization	28.9	27.1	31.1	12.6	24.3	23.2	31.3	20.3	
23. Single Parent	19.3	19.0	35.1	26.3	12.8	10.8	28.0	47.8	
24. Team Work	44.U	47.3	5.7	2.9	39.7	41.4	12.4	5.9	
25. Are Capable	32.3	30.9	25.0	11.6	19.9	17.0	31.7	30.6	
26. Should Allow	26.9	25.9	21.0	25.8	15.6	15.7	23.0	45.0	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.12. Summary of Questionnaire Responses, Wrap up for All Officer Specialties.

AGE		UNSES	YEARS		PONSES	GRADE	RES	PONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	%	SERVICE	NO.	8	Typican	NO.	%	180年 北海県 3年	NO.	2
17-20	1	.5	U-3	13	6.4	E3-E4		m 83	Less than HS	None	,
21-25	29	14.1	4-5	18	8.7	E5-E6			High School	16	7.8
26-30	107	51.9	6-10	114	55,3	E7-E9	10		Some College		63.6
31-35	46	22.3	11-15	38	18.4	W1-W4	206	100.0	College Grad		
36-40	19	9.2	16-2U	14	6.8	01-02	Vol. 1		Grad School	7	3 4
41-45		.5	21-25	1	.5	03-04			*	No.	0
46+	None	.0	26+	None	.0	05-06	16.5			None	37.76
and the second	3	1.5	* 300	8		*					
TOTAL	206	100.0	TOTAL	206	100.0	TOTAL	206	100 0	TOTAL	206	100.0

	RESPONSES				
GENDER	NO.	8			
MALES	201	97.			
FEMALES	2	1.			
	3	1.			
TOTAL	206	100.			

RACE	RESP	ONSES
	NO.	8
WHITE	199	96.6
BLACK		
UTHER	6	2.9
	None	C
TOTAL	206	100.0

TYPE	RESP	ONSES
UNIT	NO.	8
TOE	193	93.7
TDA	7	3,3
	6	3.0
TOTAL	206	100.0

PERIOD IN		RVISED MEN	A STREET, STRE	RDI NATE WOMEN	CO-WORKER WITH		
MONTHS	NO.	1 %	NO.	8	NO.	*	
Never	142	68.9	173	83.9	142	68.9	
1-6	17	8.3	20	9.7	17	8.3	
7-12	20	9.7	6	2.9	20	9.7	
13-18	- 5	2.4	2	2 1.0	5	2.4	
19-24	6	2.9	None	.0	6	2.9	
23-30	8	3.9	2	1.0	8	3.9	
37+	1	3.4	3	1.5	7	3.4	
		.5	None	.0		.5	
TOTAL	206	100.0	206	100.0	206	100.0	

MARITAL	RESPONSES					
STATUS	NO.	8				
Single	20	9.7				
Married	167	81.1				
Separated	4	1.9				
Divorced	14	6.8				
Widowed	None	.0				
		.5				
TOTAL	206	100.0				

TABLE A.1. 4.13. Background Summary on Questionnaire Respondents, MOS's 100E, 100G, 100Z (AVN Warrant Officer).

^{*} Incomplete or missing data

Confidence Level: 90%

Women can work in this MOS/Specialty considering (issue).

Section of the section of	Perce	entage i	n Peace	time	Percentage in Wartime					
Issue	Strongly Agree	Agree	Dis- gree Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree		
1. Strength	46.6	34.0	15.5	3.9	37.9	25.2	22.8	14.1		
2. Size	51.0	37.4	7.8	3.4	46.1	36.4	11.2	5.8		
3. Grip	50.0	41.7	5.8	1.9	49.0	39.3	8.7	2.4		
4. Coordination	51.5	39.8	5.8	2.4	51.0	36.9	6.8	4.9		
5. Arm/Leg Length	49.0	39.8	8.7	1.9	48.1	39.3	9.2	2.9		
6. Endurance	46.1	31.6	18.9	3.4	34.5	21.8	28.6	15.0		
7. Menses	26.7	19.4	38.8	14.1	20.9	17.0	34.5	26.7		
8. Pregnancy	1.9	3.4	31.1	63.1	1.5	2.4	17.0	78.6		
9. Hygiene	35.0	24.8	26.7	13.6	26.2	20.9	29.6	23.3		
lu. Profiles	45.1	31.6	18.4	4.4	42.2	29.6	20.4	7.3		
11. Emotion	38.8	28.6	25.2	6.8	24.8	17.5	33.0	23.3		
12. Stress	39.8	31.1	23.8	4.4	25.7	20.4	30.1	21.4		
13. Confidence	47.6	36.9	14.1	1.0	38.8	29.1	23.3	8.3		
14. Toughness	39.8	28.6	27.7	3.9	27.2	17.5	35.4	19.4		
15. Gain Respect	45.6	32.5	16.0	5.3	34.0	24.3	28.6	12.6		
16. Aggressiveness	40.8	29.6	23.8	5.3	27.7	18.0	36.9	17.0		
17. Mech Ability	43.7	35.0	18.0	3.4	39.3	33.5	21.4	5.8		
18. Skills	42.2	27.2	23.8	5.8	33.5	20.9	30.1	14.1		
19. Make Effort	45.6	37.9	13.1	3.4	34.0	34.0	19.9	12.1		
20. Self Image	35.4	25.7	32.5	5.3	28.6	19.9	33.0	17.5		
21. Leadership	47.6	30.1	18.4	3.9	31.6	23.8	32.0	12.6		
22. Fraternization	30.6	21.4	31.6	15.0	22.8	18.9	29.6	27.7		
23. Single Parent	30.1	20.4	29.1	20.4	16.0	12.1	26.7	45.1		
24. Team Work	47.6	33.5	14.6	2.9	40.8	31.1	17.5	9.7		
25. Are Capable	36.4	31.6	23.3	8.7	18.9	20.4	30.6	30.1		
26. Should Allow	30.6	27.7	20.9	20.9	17.0	20.9	20.9	41.3		

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.14. Summary of Questionnaire Responses, MOSs 100E,100G, 100Z (AVN Warrant Officer).

THE PROPERTY OF SECTION SAND

CONFIDENCE LEVEL 51%

AGE (YRS)	RESP NO.	ONSES %	YEARS SERVICE		ONSES %	GRADE	RESP NO.	ONSES	EDUCATION	RESP NO.	ONSES
17-20 21-25	None None	.0		None None	.0	E3-E4 E5-E6			Less than HS		.0
26-30 31-35	11	34.4	6-10	9	28.1	E7-E9	22	100.0	High School Some College		_
36-40 41-45	8	25.0	16-20	9	Commence of the Commence of th	01-02	32	100.0	College Grad Grad School	1	3.1
46+	3 None	9.4	26+	ij	3.1	05-06				None	
TOTAL		100.0	TOTAL	32	100.0	TOTAL	32	100.0	TOTAL	32	000 0

	RESP	ONSES
GENDER MALES FEMALES	NO.	
MALES	32	100.
MALES FEMALES	None	
MALES FEMALES	None	19
TUTAL	32	100.

RACE	RESPONSES						
WHITE BLACK	NO.	8					
WHITE	28	87.4					
BLACK	2	6.3					
OTHER	2	6.3					
	None	.0					
TOTAL	32	100.0					

TYPE UNIT	RESPI	ONSES %
UNII	10.	
TOE	26	81.2
TDA	4	12.5
	2	6.3
TOTAL	32	100.0

PERIOD IN MONTHS		RVISED MEN	A STATE OF THE STA	RDINATE	CO-WORKER WITH WOMEN		
	NO.	8	NO.	8	NO.	3	
Never	18	56.2	30	93.8	17	53.0	
1-6	4	12.5		3.1	6	18.7	
7-12		3.1		3.1	2	6.3	
13-18		1 3.1 None .0				.0	
19-24	3	9.4	None	.0	2	6.3	
25-36	2	6.3	None	.0	3	9.4	
3/+	3	9.4	None	.0	2	6.3	
	None	.0	None	.0	None	.0	
TOTAL	32	100.0	32	100.0	32	100.0	

MARITAL	RESPO	INSES
STATUS	NO.	8
Single	one	ń,
Married	30	93.8
Separated	None	.0
	2.5	3.1
separated Sivorced Sidowed	None	.0
		3.
TOTAL	32	100.0

TABLE A.1. 4.15. Background Summary on Questionnaire Respondents, MOS's 201A, 211A, 214E, 214G, 241F (FA Warrant Officer).

^{*} Incomplete or missing data

Confidence Level: 51%

Women can work in this MOS/Specialty considering (issue).

	Perce	entage i	n Peace	time	Perc	entage	in Wart	tme
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree
1. Strength	46.9	34.4	6.3	12.5	40.6	21.9	15.6	18.8
2. Size	46.9	37.5	6.3	9.4	40.6	31.3	15.6	9.4
3. Grip	37.5	40.6	15.6	6.3	28.1	34.4	28.1	6.3
4. Coordination	53.1	40.6	3.1	3.1	46.9	43.8	None	6.3
5. Arm/Leg Length	50.0	40.6	3.1	6.3	43.8	40.6	6.3	6.3
6. Endurance	40.6	31.3	9.4	18.8	28.1	31.3	15.6	21.9
7. Menses	25.0	28.1	40.6	6.3	9.4	28.1	46.9	12.5
8. Pregnancy	3.1	9.4	43.8	43.8	3.1	None	28.1	68.8
9. Hygiene	25.0	25.0	31.3	18.8	15.6	18.8	31.3	31.3
IU. Profiles	40.6	40.6	9.4	9.4	31.3	31.5	12.5	15.6
11. Emotion	40.6	34.4	18.8	6.3	21.9	28.1	31.3	15.6
12. Stress	34.4	31.3	28.1	6.3	25.0	25.0	28.1	15.6
13. Confidence	37.5	40.6	18.8	3.1	28.1	43.8	18.8	6.3
14. Toughness	28.1	28.1	31.3	12.5	21.9	18.8	37.5	21.9
15. Gain Respect	37.5	40.6	6.3	12.5	31.3	37.5	15.6	15.6
16. Aggressiveness	40.6	40.6	9.4	6.3	34.4	34.4	21.9	9.4
17. Mech Ability	46.9	37.5	12.5	3.1	40.6	40.6	9.4	6.3
18. Skills	28.1	25.0	37.5	9.4	31.3	21.9	34.4	12.5
19. Make Effort	43.8	43.8	6.3	6.3	40.6	37.5	6.3	12.5
20. Self Image	40.6	21.9	28.1	9.4	31.3	25.0	28.1	15.6
21. Leadership	46.9	34.4	18.8	None	31.3	37.5	18.8	9.4
22. Fraternization	31.3	28.1	34.4	6.3	28.8	25.0	28.1	18.8
23. Single Parent	6.3	25.0	46.9	21.9	3.1	18.8	25.0	53.1
24. Team Work	62.5	31.3	6.3	None	50.0	31.3	12.5	3.1
25. Are Capable	34.4	18.8	34.4	12.5	18.8	25.0	31.3	25.0
26. Should Allow	21.9	18.8	21.9	31.5	12.5	6.3	31.3	50.0

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.16. Summary of Questionnaire Responses, MOSs 201A, 211A, 214E, 214G, 241F (FA Warrant Officer).

Das pricers ap stellument

CONFIDENCE LEVEL 72%

AGE	RESP	UNSES	YEARS		ONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	8	SERVICE	NO.	8	*****	NO.	8		NO.	%
17-2U	None	.0	U-3	None	.0	E3-E4			Less than HS	None	.0
21-25	None	.0	4-5	None	.0	E5-E6			High School	9	11.8
26-30	15	19.8	6-10	5	6.6	E7-E9			Some College	60	78.9
31-35	28	36.8	11-15	32	42.1	W1-W4	76	100.0	College Grad	5	6.7
36-40	20	26.3	16-20	29	38.2	01-02			Grad School	1	1 3
41-45	10	13.2	21-25	7	9.2	03-04				i	13
46+	1	1.3	26+		1.3	05-06		4			
	2	2.6	*	2	2.6	*					
TOTAL	76	100.0	TOTAL	76	100.0	TOTAL	76	100.0	TOTAL	76	100 0

GENDER	RESPONSES				
GENUER	NO.	8			
MALES 76	100.0	4			
FEMALES None	.0				
* None	.0				
		3.3			
TOTAL 76	100.0				

RACE	RESP	RESPONSES				
	NO.	8				
WHITE	70	92.1				
BLACK	5	6.6				
OTHER		1.3				
	None	.0				
TOTAL	76	00.0				

TYPE	RESPONSES			
UNIT	NO.	%		
TUE	59	77.6		
TDA	14	18.4		
	3	4.0		
TOTAL	76	00.0		

PERIOD IN	THE REAL PROPERTY AND ADDRESS.	SUPERVISED WOMEN		RDINATE HOMEN	CO-WORKER WITH		
MONTHS	NO.	1 %	NO.	18	NO.	1 %	
Never	44	57.9	70	92.1	52	68.2	
1-6		14.5		1.3	5	6.6	
7-12	6	7.9	3	4.0	5	6.6	
13-18	1	9.2	None	0	5	6.6	
19-24	3	3.9		1.3	-3	4.0	
25-36	4	5.3	None	0.	3	4.0	
37+		1.3		1.3	3	4.0	
	None	.0	None	.0	None	.0	
TOTAL	76	100.0	76	100.0	76	100.0	

MARITAL	RESPONSES				
STATUS	NO.	1%			
Single	lone	.0			
Married	72	94.7			
Separated	None	0.			
Divorced	4	5.3			
Dewoor	None	0.			
	lone	0.			
TOTAL	76	00.0			

TABLE A.1.4.17. Background Summary on Questionnaire Respondents, MOS's 221B, 222B, 223C, 223D, 224B, 251B, 251C, 251D, 361A (AD Warrant Officers),

^{*} Incomplete or missing data

Number of Respondents: 76 Confidence Level: 72%

Women can work in this MOS/Specialty considering (issue).

	Perce	entage i	in Peace	etime	Percentage in Wartime			
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1. Strength	32.9	48.7	13.2	5.3	28.9	46.1	17.1	6.6
2. Size	35.5	52.6	9.2	2.6	32.9	55.3	6.6	3.9
3. Grip	32.9	55.3	7.9	3.9	31.6	56.6	6.6	3.9
4. Coordination	46.1	48.7	5.3	None	43.4	46.1	9.2	None
5. Arm/Leg Length	38.2	53.9	7.9	None	36.8	52.6	7.9	1.3
6. Engurance	28.9	47.4	17.1	6.6	26.3	34.2	23.7	14.5
7. Menses	28.9	36.8	19.7	9.2	28.9	34.2	19.7	10.5
8. Pregnancy	15.8	15.8	31.6	36.8	7.9	10.5	30.3	50.0
9. Hygiene	30.3	35.5	22.4	9.2	23.7	25.0	35.5	11.8
10. Profiles	43.4	48.7	5.3	2.6	42.1	44.7	6.6	5.3
11. Emotion	35.5	43.4	14.5	6.6	27.6	32.9	26.3	11.8
12. Stress	36.8	39.5	18.4	5.3	32.9	26.3	23.7	15.8
13. Confidence	42.1	50.0	7.9	None	39.5	47.4	11.8	None
14. Toughness	35.5	32.9	25.0	6.6	30.3	25.0	30.3	13.2
15. Gain Respect	39.5	52.6	6.6	1.3	35.5	42.1	19.7	1.3
16. Aggressiveness	40.8	47.4	9.2	2.6	32.9	42.1	21.1	2.6
17. Mech Ability	39.5	39.5	17.1	3.9	39.5	36.8	17.1	5.3
18. Skills	23.7	35.5	31.6	7.9	22.4	28.9	35.5	10.5
19. Make Effort	38.2	51.3	9.2	1.3	32.9	47.4	15.8	2.6
20. Self Image	27.6	40.8	26.3	3.9	27.6	32.9	28.9	7.9
21. Leadership	35.5	51.3	11.8	None	28.9	47.4	19.7	1.3
22. Fraternization	36.8	38.2	17.1	7.9	36.8	35.5	14.5	11.8
23. Single Parent	18.4	27.6	35.5	18.4	14.5	22.4	31.6	30.3
24. Team Work	46.1	46.1	7.9	None	39.5	46.1	11.8	1.3
25. Are Capable	30.3	44.7	19.7	5.3	22.4	31.6	34.2	10.5
26. Should Allow	28.9	35.5	15.8	19.7	23.7	25.0	25.0	25:0

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.18. Summary of Questionnaire Responses, MOSs 221B, 222B, 223C, 223D, 224B, 251B, 251C, 251D, 361A (AD Warrant Officer)

* Successive to a state and "

CONFIDENCE LEVEL 95%

AGE	and or the last of	ONSES	YEARS		PONSES	GRADE	AND DESCRIPTION OF THE PARTY.	PONSES	EDUCATION	Contract of the Contract of	ONSES
(YRS)	NO.	*	SERVICE	NO.	%	-	NO.	1		NO.	9
17-20	2		0-3	14	4.4	E3-E4			Less than HS	None	.0
21-25	29	9.2	4-5	18	5.7	E5-E6			High School	27	8.5
26-30	133	42.1	6-10	128	40.5	E7-E9			Some College	219	69.3
31-35	81	25.6	11-15	74	25.0	W1-W4	316	100.0	College Grad	59	18.8
36-40	48	15.2	16-20	53	16.8	01-02			Grad School	10	3.1
41-45	14	4.4	21-25	11	3.5	03-04	No. of the last		*		.3
46+	4	1.3	26+	2	6	05-06					
*	5	1.6	*	-11	3.5						
TOTAL	316	100 d	TOTAL	316	100.0	TOTAL	316	100-0	LATOTAL	316	00.0

	RESPONSES					
GENDER	NO.	%	18 C			
MALES	311	98.	4			
FEMALES	2		6			
	3	1.	P			
			1			
TOTAL	316	100.	b			

RACE	RESPONSES				
	NO.	8			
WHITE	298	94.			
BLACK	9	2.8			
OTHER	8	2.5			
	1-4				
TOTAL	316	100.			

TYPE	RESPO	ONSES
	No.	
TOE	279	88.3
TDA	26	88.3
	11	3.5
TOTAL	316	100.0

PERIOD IN	SUPERVISED WOMEN			RDINATE	CO-WORKER WITH		
MONTHS	NO.	8	NO.	- %	NO.	- 1	
Never	200	63.3	274	86.7	213	67.4	
1-6	34	10.8	23	7.3	28	8.9	
7-12	27	8.5	10	3.2	27	. 8.5	
13-18	17	5.4	2	.6	10	3.2	
19-24	16	5.1	1	.3	11	3.5	
25-36	13	4.1	2	.6	14	4.4	
3/+	- 8	2.5	4	1.3	12	3.8	
	1	.3	None	.0	1	.3	
TOTAL	316	100.00	316	100.0	316	100.0	

MARITAL	RESPONSES				
STATUS	NO.	8			
Single	21	6.6			
Married	269	85.2			
Separated	5.	1.6			
Divorced	19	6.0			
Widowed	None	.0			
	2	.6			
TOTAL	316	100.0			

TABLE A.1.4.19. Background Summary on Questionnaire Responses, Wrap Up for All Warrant Officer MOS.

^{*} Incomplete or missing data

Confidence Level: 95%

Women can work in this MOS/Specialty considering (issue).

	Perce	entage i	n Peace	time	Percentage in Wartime			
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree
1. Strength	43.4	37.3	13.9	5.4	36.1	29.7	20.6	13.0
2. Size	46.8	41.1	7.9	3.8	42.4	40.5	10.4	5.7
3. Grip	44.6	44.9	7.3	2.8	42.7	43.0	10.1	3.2
4. Coordination	50.3	41.8	5.4	2.2	48.7	39.6	6.6	4.1
5. Arm/Leg Length	46.5	43.4	7.9	1.9	44.9	42.7	8.5	2.8
6. Endurance	41.1	35.4	17.4	6.0	31.6	25.9	25.9	15.8
7. Menses	26.9	24.7	34.2	12.3	21.5	22.5	32.0	21.5
8. Pregnancy	5.4	7.3	32.3	54.7	3.2	4.4	21.2	70.6
9. Hygiene	32.6	27.2	26.3	13.3	24.4	21.5	31.3	21.5
10. Profiles	44.0	36.7	14.2	4.7	40.8	34.2	16.1	7.9
11. Emotion	38.0	32.9	21.8	7.0	25.0	22.5	31.0	19.9
12. Stress	38.3	33.2	22.8	5.1	27.2	22.5	28.2	19.6
13. Confidence	44.9	40.5	13.3	.9	37.7	35.1	20.3	6.0
14. Toughness	37.3	29.7	27.2	5.7	27.2	19.3	34.5	18.4
15. Gain Respect	43.0	38.3	12.7	5.4	33.9	30.1	25.0	10.4
16. Aggressiveness	40.5	34.8	19.0	5.1	29.4	25.3	31.6	13.0
17. Mech Ability	42.7	36.4	17.1	3.8	39.2	35.1	19.0	6.0
18. Skills	36.1	29.1	26.9	7.0	30.4	23.1	31.6	13.3
19. Make Effort	43.4	41.5	11.7	3.5	34.2	37.3	17.7	10.1
20. Self Image	33.9	29.1	30.7	5.4	28.5	23.7	31.6	14.9
21. Leadership	44.3	35.8	16.8	2.8	36.7	31.0	27.5	9.8
22. Fraternization	32.0	25.9	28.5	12.7	26.6	23.4	25.9	23.1
23. Single Parent	24.7	22.8	32.3	20.3	14.2	15.5	27.5	42.4
24. Team Work	48.4	36.4	12.0	2.2	41.1	34.8	15.5	7.3
25. Are Capable	34.5	33.5	23.4	8.5	19.6	23.7	31.3	25.0
26. Should Allow	29.1	28.8	19.6	22.5	18.0	20.6	22.8	38:3

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.20. Summary of Questionnaire Responses, Wrap Up for All Warrant Officer MOS.

ermomorem erianoczenia na gracina na opierwe . 15 Fil. M. wiek.

AGE	RESP	ONSES	YEARS	RES	PONSES	GRADE	RESP	ONSES	EDUCATION	RESE	ONSES
(YRS)	NO.	8	SERVICE	NO.	2		NO.	%		NO.	8
17-20	91	25.4	U-3	186	51.9	E3-E4	195	54.5	Less than HS	20	5.6
21-25	156	43.7	4-5	51	14.2	E5-E6	138	38.5	High School	238	-66.5
26-3U	58	16.2	6-10	60	16.8	E7-EU	25	7.0	Some College		24.1
31-35	27	7.5	11-15	31	8.7	W1-W4			College Grad	3	.8
36-40	18	5.0	16-20	20	5.6	01-02			Grad School	8	2.2
41-45	4	1.1	21-25	1	.3	03-04				3	.8
46+	1	.3	26+	6	1.7	05-06				and Avenue	
*	3	.8	. *	3	.8						
TOTAL	358	100.0	TOTAL	358	100.0	TOTAL	358	100.0	TOTAL	358	100.0

	RESPONSES				
GENDER	NO.	8			
MALES	353	98.			
FEMALES	2				
	3				
TOTAL	358	100.0			

RACE	RESPONSES				
	NO.	%			
WHITE .	257	71.8			
BLACK	72	20.1			
OTHER	29	8.1			
TOTAL	358	100.0			

TYPE	RESPONSES				
UNIT	NO.	%			
TOE	326	91.0			
TDA	12	3.4			
	20	5.6			
TOTAL	358	100.0			

PERIOD IN		RVISED MEN	100000000000000000000000000000000000000	RDINATE	CO-WORKER WITH	
MONTHS	NO.	1 %	NO.	8	NO.	%
Never	284	79.3	298	83.2	297	82.9
1-6	16	4.4	29	8.1	31	8.7
7-12	20	5.6	10	2.8	13	3.6
13-18	10	2.8	1	2.0	7	2.0
19-24	14	3.9	8	2.2	3	.8
25-36	10	2.8	3	.8	4	1.1
37+	- 2	.0	2	.6	1	.3
		.6		3	2	.6
TOTAL	358	100.0	358	100.0	358	100.0

MARITAL	RESPONSES					
STATUS	NO.	8				
Single	146	40.8				
Married	189	52.7				
Separated	12	3.4				
Divorced	9	2.5				
Widowed	1	.3				
En warrant		.3				
TOTAL	358	100.0				

Table A.1.4.21. Background Summary on Questionnaire Respondents MOS 12B (Combat Engineer).

^{*} Incomplete or missing data

Confidence Level: 95%

Women can work in this MOS/Specialty considering (issue).

		Perce	entage i	n Peace	time	Percentage in Wartime			
	Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1.	Strength	24.6	16.5	34.4	24.6	11.2	11.5	31.3	45.3
	Size	23.5	17.9	35.2	23.2	15.9	13.7	29.6	39.7
3.	Grip	29.9	20.1	29.6	19.3	25.7	17.3	25.7	29.6
4.	Coordination	39.7	26.5	20.4	13.1	34.4	19.8	23.5	20.7
5.	Arm/Leg Length	36.6	27.7	22.6	12.0	31.6	23.7	22.6	20.7
	Endurance	25.7	20.7	33.0	20.4	15.1	14.8	31.6	38.0
7.	Menses	18.7	13.4	35.2	30.4	11.2	10.6	34.6	41.3
8.	Pregnancy	7.8	6.4	23.2	62.0	3.6	4.2	17.0	74.3
9.	Hygiene	22.6	17.0	31.6	26.0	16.8	14.2	29.6	36.9
10.	Profiles	35.5	26.8	21.8	15.1	28.2	23.5	25.4	21.5
11.	Emotion	36.6	22.6	26.0	14.8	20.7	17.9	31.6	28.8
12.	Stress	37.7	22.9	23.5	15.4	22.6	15.6	30.2	30.4
13.	Confidence	45.8	32.1	14.2	6.7	35.8	26.0	21.8	15.6
14.	Toughness	22.3	17.6	37.2	21.8	13.4	13.1	32.1	40.8
	Gain Respect	40.5	32.1	16.2	10.9	31.3	29.1	18.7	19.8
16.	Aggressiveness	34.9	26.3	25.1	13.4	22.6	22.3	28.5	25.4
17.	Mech Ability	40.2	27.7	17.9	13.4	34.4	24.9	21.2	19.0
	Skills	31.8	23.2	29.1	15.4	20.1	20.1	29.9	29.6
19.	Make Effort	40.8	27.7	18.7	12.3	29.1	23.7	24.9	21.2
	Self Image	28.5	19.0	37.2	14.8	19.0	17.0	33.5	29.1
	Leadership	38.5	28.8	22.1	9.8	·23.5	22.1	30.4	22.9
22.	Fraternization	23.7	15.6	34.9	24.9	17.9	14.5	32.4	33.8
23.	Single Parent	27.1	20.7	30.2	21.2	17.9	15.4	27.7	37.7
	leam Work	48.9	30.2	11.7	8.4	38.0	26.5	20.1	14.2
25.	Are Capable	22.9	19.0	31.0	26.0	14.5	12.0	28.8	43.6
26.	Should Allow	24.6	17.6	20.7	35.5	17.3	12.8	17.0	51.4

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.22. Summary of Questionnaire Response, MOS 128 (Combat Engineer).

The second second second

CONFIDENCE LEVEL 90%

AGE		ONSES	YEARS		PONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	8	SERVICE	NO.	%		NO.	8	1208 2182 81	NO.	%
17-20	56	24.7	U-3	119	52.4	E3-E4	135	59.5	Less than HS	18	7.9
21-25	122	53.8	4-5	51	22.5	E5-E6	84		High School		67.4
26-30	27	11.9	6-10	39		E7-E9	8	3.5	Some College	45	-
31-35	13	5.7	11-15	5	2.2	W1-W4			College Grad	3	1 3
36-40	5	2.2	16-20	7	3.1	01-02			Grad School	5	2 2
41-45	2	.9	21-25	3	1.3	03-04			*	3	1 3
46+	1	.4	26+	1	.4	05-06	Sevensia.		AND STREET		
	1_	.41		2	.9	*		له			
TOTAL	227	100.0	TOTAL	227	100.0	TOTAL	227	100.0	TOTAL	227	100.0

	RESPONSES				
GENDER	NO.	3			
MALES	223	98.2			
FEMALES	2	.9			
	2	9.			
TUTAL	227	100.0			

RACE	RESPONSES				
	NO.	%			
WHITE	151	66.6			
BLACK	53	23.3			
OTHER	23	10.1			
TOTAL	227	100.0			

TYPE	RESPONSES					
UNIT	NO.	8				
TOE	218	96.0				
TDA	9	4.0				
TOTAL	227	100.0				

PERTOD IN		RVISED	- 0	RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	1 %	NO.	8	NO.	8	
Never	170	74.9	173	76.2	172	75.8	
1-6	14	6.2	23	10.2	24	10.6	
7-12	13	5.7	19	8.3	12	5.2	
13-18	- 7	3.1-	2	.9	. 4	1.8	
19-24	- 6	2.6 -	2	9_	5	2.2	
23-30	10	: 4.4	. 3	1.3	7	3.1	
3/14	4	1.8	2	.9		.4	
	3	1.3	3	1.3	2	.9.	
TOTAL	227	100.0	227	100.0	227	100.0	

MARITAL	RESPONSES						
STATUS	NO.	8					
Single	83	36.6					
Married	34	59.0					
Separated	6	2.1					
Divorced	4	1.7					
Widowed	vone						
	None	.0					
TOTAL	227	100.0					

TABLE A.1.4.23. Background Summary on Questionnaire Respondents MOS 12C (Bridge Specialist).

^{*} Incomplete or missing data

Confidence Level: 90%

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	
1. Strength	15.9	26.0	26.4	31.3	10.6	12.8	30.4	46.3	
2. Size	14.1	26.9	30.8	28.2	12.8	18.5	30.0	38.8	
3. Grip	16.3	32.2	31.7	19.8	15.4	26.9	26.4	31.3	
4. Coordination	21.1	41.9	20.7	16.3	17.6	35.7	23.8	122.9	
5. Arm/Leg Length	19.4	39.2	22.5	18.5	15.4	34.8	22.9	26.0	
6. Endurance	14.5	27.8	32.6	24.7	12.3	18.9	32.6	35.2	
7. Menses	11.0	15.4	39.2	33.9	9.7	11.0	30.8	146.7	
8. Pregnancy	5.7	6.2	26.4	60.8	3.5	4.4	22.0	68.7	
9. Hygiene	16.3	24.2	30.4	29.1	15.0	17.2	29.1	37.4	
10. Profiles	18.5	31.7	25.1	23.8	16.7	28.6	26.0	26.9	
11. Emotion	21.1	37.9	22.0	18.9	16.7	28.6	21.6	33.0	
12. Stress	19.4	33.5	25.1	21.6	13.7	20.3	33.0	32.6	
13. Confidence	25.1	44.1	19.8	11.0	21.1	30.8	28.2	19.8	
14. Toughness	15.4	21.6	32.6	29.5	12.3	13.2	30.8	42.3	
15. Gain Respect	26.0	42.7	18.1	13.2	22.9	34.4	19.8	22.9	
16. Aggressiveness	20.3	32.6	30.0	17.2	15.4	25.1	30.4	28.6	
17. Mech Ability	21.6	39.6	20.3	17.2	18.9	31.7	26.0	22.0	
18. Skills	20.3	31.3	26.9	20.7	17.6	22.0	32.2	25.9	
19. Make Effort	22.9	43.2	18.1	15.9	18.5	33.9	25.6	22.0	
20. Self Image	19.4	27.3	30.0	23.3	16.3	21.6	34.4	27.8	
21. Leadership	24.2	39.2	23.8	12.3	18.1	28.2	29.1	23.8	
22. Fraternization	11.5	26.0	30.0	32.6	11.9	18.9	27.3	41.9	
23. Single Parent	18.5	29.5	29.1	22.5	15.0	18.9	31.3	34.4	
24. Team Work	25.1	45.8	16.7	12.3	25.6	35.2	22.0	17.2	
25. Are Capable	18.5	25.1	24.7	31.7	13.7	15.9	27.3	42.7	
26. Should Allow	18.1	27.3	16.3	38.3	14.5	16.7	22.0	46:.7	

NOTE: Percentages that do not total 100 percent are due to a No Response from selected issues from some respondents.

Table A.1.4.24. Summary of Questionnaire Responses, MOS 12C (Bridge Cremman),

AGE	RESP	ONSES	YEARS	RESP	ONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	%	SERVICE	NO.	%		NO.	8	-32	NO.	%
17-20	15	15.9	0-3	44	46.8	E3-E4	39	41.5	Less than HS	1	1.1
21-25	52	55.3	4-5		11.7	E5-E6	50	53.2	High School	53	1.56.3
26-30	18	19.2	6-10	24	25.5	E7-E9	5	5.3	College	36	38.3
31-35	4	4.3	11-15	7	7.4	W1-W4	HE CO		College Grad	3	3.2
36-4U	3	3.2	16-20	5	5.3	01-02			Grad School	0	.0
41-45	2	2.1	21-25		1.1	U3-U4	N. A.		Incomplete	1	1.1
46+	U	None	26+	1	1.1	05-06		Commence of			
*	U	None		1	1.1	*	0.	None			
TOTAL	94	100.0	TOTAL	94	100.0	TOTAL	94	100.0	TOTAL	94	100.0

	RESP	ONSES	
GENDER	NO.	8	
MALES	94	100.0	
FEMALES	U	None	
28 27 28 37 28	0	None	
TOTAL	94	100.0	

RACE	RESP	ONSES
	NO.	8
WHITE	85	90.4
BLACK	3	3.2
OTHER	6	6.4
	0	None
TOTAL	94	100.0

TYPE		ONSES
UNIT	NO.	8
TOE	85	90.4
TDA	U	None
i di	9	9.6
TOTAL	94	100.0

PERIOD IN	COCC 102008 (1745) 120	RVISED MEN		RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	1 %	NO.	8	NO.	3	
Never	70	74.4	76	80.9	84	89.2	
1-6	8	8.6	10	10.6	. 6	6.5	
7-12	7	1.4	5	5.3	0	None	
13-18	4	4.3	U	None	0	None	
19-24	2	2.1	2	2.1	11 - 12 mg	1.1	
25-36	U	None	U	None	0	None	
374	1	1.1	U	None	1	1.2	
Street, Mary and Street, Stree	7	2.1	1	1.1	2	2.1	
TOTAL	94	100.0	94	100.0	94	100.0	

MAR1TAL	RESPONSES				
STATUS	NO.	8			
Single	35	37.2			
Married	48	51.1			
Separated	1	1.1			
DIVOTCEO	7	7.4			
Widowed	U	None			
Market Control (1)	3	3.2			
TOTAL	94	100.0			

TABLE A.1.4.25. Background Summary on Questionnaire Respondents, MOS 12E (ADM Specialist).

^{*} Incomplete or missing data

Number of Respondents: 94 Confidence Level: 71%

Women can work in this MOS/Specialty considering (issue).

....

	Perce	ntage i	n Peace	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree	
1. Strength	17.0	14.9	40.4	27.7	17.0	13.8	26.6	42.6	
2. Size	37.2	13.8	29.8	19.1	40.4	11.7	21.3	26.6	
3. Grip	46.8	20.2	26.6	6.4	45.7	19.1	28.7	6.4	
4. Coordination	60.6	27.7	8.5	3.2	55.3	24.5	12.8	7.4	
5. Arm/Leg Length	52.1	24.5	17.0	5.3	48.9	23.4	17.0	8.5	
6. Endurance	44.7	17.0	24.5	13.8	38.3	16.0	21.3	1 24.5	
7. Menses	27.7	8.5	30.9	29.8	23.4	8.5	24.5	40.4	
8. Pregnancy	7.4	4.3	27.7	60.6	0	4.3	27.7	68.1	
9. Hygiene	43.6	17.0	24.5	14.9	34.0	14.9	27.7	23.4	
lu. Profiles	36.2	33.0	22.3	8.5	35.1	30.9	20.2	1 13.8	
11. Emotion	52.1	23.4	20.2	4.3	35.1	18.1	26.6	19.1	
12. Stress	46.8	24.5	24.5	4.3	37.2	21.3	20.2	21.3	
13. Confidence	58.5	28.7	10.6	2.1	42.6	24.5	27.7	4.3	
14. Toughness	37.2	17.0	35.1	10.6	26.6	13.8	39.4	1 20.2	
15. Gain Respect	48.9	31.9	12.8	6.4	41.5	29.8	14.9	13.8	
16. Aggressiveness	55.3	19.1	20.2	4.3	45.7	16.0	25.5	11.7	
17. Mech Ability	54.3	23.4	19.1	3.2	51.1	22.3	21.3	5.3	
18. Skills	41.5	19.1	29.8	8.5	33.0	19.1	35.1	1 11.7	
19. Make Effort	48.9	36.2	11.7	3.2	38.3	34.0	21.3	6.4	
20. Self Image	38.3	22.3	25.5	11.7	34.0	20.2	25.5	18.1	
21. Leadership	46.6	27.7	20.2	9.6	33.0	21.3	25.5	20.2	
22. Fraternization	26.6	17.0	31.9	22.3	29.8	13.8	23.4	30.9	
23. Single Parent	29.8	21.3	24.5	23.4	24.5	16.0	25.5	33.0	
24. Team Work	48.9	29.8	17.0	3.2	47.9	25.5	18.1	8.5	
25. Are Capable	27.7	22.3	26.6	23.4	23.4	14.9	29.8	31.9	
26. Should Allow	23.4	24.5	20.2	31.9	19.1	19.1	20.2	41.5	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.26. Summary of Questionnaire Responses, MOS 12E (ADM Specalist).

4 8X-4-5-4

NUMBER OF RESPONDENTS 44 CONFIDENCE LEVEL 51%

AGE		ONSES	YEARS		ONSES	GRADE		ONSES	EDUCATION		ONSES
(YRS)	NO.	-	SERVICE	NO.	*		NO.	8		NO.	1 %
17-20	U	.0	0-3	υ	.0	E3-E4	U	.0	Less than HS	0	.0
21-25	C	.0	4-5	c	.0	E5-E6	Ú	.0	High School	18	41.0
26-3U	U	.0	6-10	C	.0	E7-E9	44	100.0	Some College	21	147.7
31-35	4	9.1	11-15	1	2.3	W1-W4			College Grad	5	11.3
36-40	19	43.2	16-20	20	45.4	01-02			Grad School	U	.0
41-45	19	43.2	21-25	17	38.7	03-04	1-6			U	.0
46+	2	4.5	26+	6	13.6	05-06					in the
	U	0.		U	.0	•					
TOTAL	44	100.0	TOTAL	44	100.0	TOTAL	44	100.0	TOTAL	44	100.0

	RESPONSES					
GENDER	NO.	8				
MALES	43	97.				
FEMALES	U	.0				
	1	2				
TOTAL	44	100.0				

RACE	RESPONSES				
	NO.	8			
WHITE	32	72.7			
BLACK	11	25.0			
OTHER		2.3			
TOTAL	44	100.0			

TYPE	RESPONSES					
UNIT	NO.	8				
TOE	34	77.3				
TDA	8	18.2				
	2	4.5				
TOTAL	44	100.0				

PERIOD IN	SUPERVISED WOMEN		The second section is	RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	1 %	NO.	8	NO.	8	
Never	23	52.2	40	90.8	27	61.4	
1-6	4	9.1	0	-0	5	11.3	
7-12	3	6.8	1	2.3	- 5	11.3	
13-18	3	6.8		2.3	2	4.6	
19-24	5	11.4		2.3	2	4.6	
25-36	2	4.6	U	-0	2	4.5	
37+	4	9.1	1	2.3		2.2	
- CARCHARA II	U	.0	U	.0		.0	
TOTAL	44	100.0	44	100.0	44	100.0	

MARITAL	RESPONSES				
STATUS	NO.	8			
Single	U	.0			
Married	42	95.4			
Separated	1	2.3			
Divorced	1	2.3			
WTGOWEG	U				
	U	0			
TOTAL	44	100.0			

TABLE A.1.4.27. Background Summary on Questionnaire Respondents, MOS 12Z (Combat Engineer Sr Sgt).

^{*} Incomplete or missing data

Confidence Level: 51% (TOO LOV)

Women can work in this MOS/Specialty considering (issue).

	Issue	Perce	ntage i	n Peace	time	Perc	entage	in Wart	ime
		Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree
1.	Strength	27.3	27.3	20.5	25.0	18.2	13.6	25.0	43.2
2.	Size	27.3	34.1	22.7	15.9	15.9	25.0	29.5	29.5
3.	Grip	25.0	36.4	20.5	18.2	18.2	31.8	22.7	27.3
4.	Coordination	40.9	29.5	15.9	13.6	22.7	31.8	20.5	25.0
5.	Arm/Leg Length	31.8	38.6	22.7	6.8	27.3	29.5	29.5	13.6
6.	Endurance	15.9	18.2	40.9	22.7	6.8	11.4	38.6	40.9
7.	Menses	13.6	13.6	43.2	29.5	9.1	13.6	34.1	43.2
8.	Pregnancy	4.5	6.8	34.1	54.5	2.3	2.3	27.3	68.2
9.		9.1	20.5	43.2	27.3	6.8	13.6	31.8	47.7
10.	Profiles	31.8	31.8	22.7	13.6	29.5	25.0	20.5	25.0
11.	Emotion	27.3	22.7	27.3	22.7	15.9	15.9	27.3	40.9
12.	Stress	25.0	27.3	29.5	18.2	13.6	18.2	36.4	31.8
13.	Confidence	38.6	31.8	22.7	6.8	29.5	22.7	29.5	18.2
14.	Toughness	15.9	29.5	25.0	29.5	13.6	18.2	25.0	43.2
15.	Gain Respect	34.1	27.3	22.7	15.9	18.2	25.0	29.5	27.3
16.	Aggressiveness	31.8	29.5	25.0	13.6	22.7	22.7	25.0	29.5
17.	Mech Ability	34.1	34.1	15.9	15.9	31.8	27.3	18.2	22.7
18.	Skills	27.3	25.0	25.0	22.7	15.9	18.2	27.3	38.6
19.	Make Effort	34.1	34.1	18.2	11.4	25.0	25.0	20.5	27.3
20.	Self Image	18.2	27.3	36.4	18.2	13.6	20.5	36.4	29.5
21.	Leadership	31.8	34.1	25.0	9.1	22.7	18.2	36.4	22.7
22.	Fraternization	20.5	27.3	27.3	22.7	15.9	25.0	20.5	36.4
23.	Single Parent	18.2	18.2	36.4	27.3	15.9	13.6	29.5	40.9
24.	Team Work	34.1	38.6	15.9	11.4	22.7	34.1	22.7	20.5
25.	Are Capable	22.7	29.5	20.5	27.5	13.6	20.5	22.7	43.2
26.	Should Allow	15.9	22.7	18.2	43.2	11.4	13.6	22.7	. 52.3

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

TABLE A.1.4.28. Summary of Questionnaire Responses, MOS 12Z (Combat Engineer Sr Sgt).

monas) bil him sine moorel at the

CONFIDENCE LEVEL 95%

AGE	RESP	PONSES	YEARS	RESP	PONSES	GRADE	RESP	ONSES	EDUCATION	RESI	ONSES
(YRS)	NO.	8	SERVICE				NO.	%	en especiales	NO.	%
17-20	133	23.7	0-3	283	50.5	E3-E4	388	69.4	Less than HS	24	4.3
21-25	271	48.5	4-5	106	19.0	E5-E6	154	27.6	High School	363	64.9
26-30	102	18.2	6-10	109	19.5	E7-E9	17	3.0	Some College	158	28.3
31-35	30	5.4	11-15	28	5.0	W1-W4			College Grad	2	.4
36-40	16	2.9	16-20	19	3.4	01-02	44		Grad School	9	1.6
41-45	2	.4	21-25	6	1.1	03-04		9.550	2000年2年6月	3	.5
46+	3	.5	26+	4	.8	05-06					7-7-7
*	2	.4	45 - FYE	4	.7	*2.5	U	4			
TOTAL	559	100.0	TOTAL	559	100.0	TOTAL	559	100.0	TOTAL	559	100.0

	RESPONSES				
GENDER	NO.	8			
MALES	545	97.			
FEMALES	4				
	10	1.			
TOTAL	559	100.			

RACE	RESPONSES				
	NO.	8			
WHITE	296	53.1			
BLACK	189	33.9			
OTHER	/4	13.0			
TOTAL	559	100.0			

TYPE	RESPONSES				
UNIT	NO.	8			
TOE	504	90.1			
TDA	26	4.7			
	29	5.2			
TOTAL	559	100.0			

PERIOD IN	SUPERVISED WOMEN			RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	1 %	NO.	1	NO.		
Never	453	81.1	460	82.3	487	87.2	
1-6	23	4.1	41	7.3	21	4.8	
7-12	36	0.4	23	4.1	12	2.1	
13-18	- 6	1.1	5	.9	3	.5	
19-24	17	3.0	12	2.1	12	2.1	
25-36	9	1.6	7	1.3	100 mm 1 mm	1.3	
37+	10	1.0	5	.9	- 5	.9	
	5	.9	6	1.1	7 6	1.1	
TOTAL	559	100.0	559	100.0	559	100.0	

MARITAL	RESPONSES				
STATUS	NO.	1 %			
Single	209	37.4			
Married	322	57.6			
Separated	10	1.8			
Divorced	14	2.5			
W1 dowed		.2			
111211	3	.5			
TOTAL	559	100.0			

TABLE A.1.4.29. Background Summary on Questionnaire Respondents MOS 138 (Cannon Crewman)

^{*} Incomplete or missing data

Number of Respondents: 559 Confidence Level: 95%

Women can work in this MOS/Specialty considering (issue).

		Percentage in Peacetime				Perc	entage	in Wart	ime
	Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree
1.	Strength	18.2	26.1	34.7	20.0	13.4	16.6	30.4	38.3
2.	Size	20.9	31.3	30.2	16.5	17.7	23.1	30.8	27.2
3.	Grip	20.4	33.3	31.1	13.8	17.9	25.5	32.4	19.5
4.	Coordination	30.4	36.1	19.9	11.6	24.7	31.7	24.9	17.2
5.	Arm/Leg Length	28.8	37.7	20.6	11.8	25.6	32.9	24.3	16.1
6.	Endurance	22.9	31.5	29.5	15.0	17.0	22.5	32.6	26.8
7.	Menses	16.1	17.4	37.9	26.3	13.6	11.3	35.8	37.6
8.	Pregnancy	9.5	6.1	26.7	56.2	4.7	5.2	22.2	66.2
9.	Hygiene	19.1	23.3	32.9	22.5	14.0	19.5	32.2	32.6
10.	Profiles	27.0	30.2	26.1	15.4	22.9	27.5	27.4	20.6
11.	Emotion	25.9	33.5	25.8	13.6	19.5	21.8	30.4	27.0
12.	Stress	23.6	34.3	27.5	13.4	16.6	24.3	30.8	26.8
13.	Confidence	36.3	43.8	13.1	5.5	28.3	35.2	23.8	111.4
14.	Toughness	17.5	23.6	37.9	19.3	12.9	15.0	36.3	35.1
15.	Gain Respect	34.5	41.0	14.3	9.7	27.4	35.8		14.5
16.	Aggressiveness	28.6	38.1	22.2	10.0	23.1	30.1	25.8	20.0
17.	Mech Ability	30.4	39.4	21.8	7.3	26.7	32.6	26.3	13.4
18.	Skills	25.2	33.1	28.1	12.0	22.0	27.5	29.7	19.3
19.	Make Effort	31.7	38.8	18.6	9.3	25.6	32.2	23.6	17.5
20.	Self Image	22.2	27.7	34.3	14.1	18.6	22.4	33.8	23.6
21.	Leadership	31.7	39.5	18.1	8.9	24.2	30.4	26.5	17.7
22.	Fraternization	19.3	24.2	31.8	23.1	15.7	20.8	31.3	30.8
23.	Single Parent	25.6	29.2	26.7	16.8	20.4	19.9	29.7	28.6
24.	Team Work	36.9	43.8	11.4	6.6	31.5	36.5	19.1	11.3
25.	Are Capable	21.3	26.7	27.9	23.4	16.3	19.9	27.2	35.6
26.	Should Allow	25.4	24.3	17.4	32.0	18.6	17.7	20.4	42.4

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.30. Summary of Questionnaire Responses, MOS 138 (Cannon Creman).

wass purcey a so statutus!

CONFIDENCE LEVEL 90%

AGE	RESP	UNSES	YEARS	RESP	ONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	%	SERVICE	NO.			NO.	%		NO.	%
17-20	42	16.8	U-3	133	53.2	E3-E4	140	56.4	Less than HS	8	3.2
21-25	114	45.6	4-5	38	15.2	E5-E6	101	40.4	High School	97	38.8
26-3U	62	24.8	6-10	51	20.4	E7-E9	9	3.6	Some College	126	50.4
31-35	- 22	8.8	11-15	19	7.6	W1-W4		- 75	College Grad	15	6.0
36-4U	7	2.8	16-20	7	2.8	-01-02			Grad School	4	1.6
41-45	2	.8	21-25	1	.4	03-04				U	.0
46+	1	4	26+	U	.0	05-06					
*	U	.0	*	1	.4	*					
		•									
TOTAL	250	100.0	TOTAL	250	100.0	TOTAL	250	100.0	TOTAL	250	100.0

	RESPUNSES				
GENDER	NO.	8			
MALES	246	98.4			
FEMALES	U				
	4	1.0			
TOTAL	250	100.0			

RACE	RESPONSES					
	NO.	8				
WHITE	205	82.u				
BLACK	32	12.8				
OTHER	13	5.2				
TOTAL	250	100.0				

TYPE	RESPONSES					
UNIT	NO.	8				
TOE	225	90.0				
TDA	15	6.0				
	10	4.0				
TOTAL	250	100.0				

PERIOD IN	STATE OF THE PARTY OF THE PARTY.	RVISED MEN	A SHOP THE PROPERTY OF THE PARTY OF THE PART	RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	1 %	NO.	8	NO.	8	
Never	169	67.6	197	78.8	205	82.0	
1-6	22	8.8	21	8.4	17	6.8	
7-12	22	8.8	13	5.2	7	2.8	
13-18	14	5.0	5	2.0	5	2.0	
19-24	1	7.8	9	3.6	3	1.2	
25-36	4	1.0	3	1.2	4	1.6	
37+	12	4.8	2	.8	8	3.2	
	J	.0	U	.0	1	.4	
TUTAL	250	100.0	250	100.0	250	100.0	

MARITAL	RESPONSES					
STATUS	NO.	3				
Single	77	30.8				
Married	155	62.0				
Separated	5	2.0				
Ulvorced	12	4.8				
Widowed	U					
e e e e e e e e e e e e e e e e e e e	1.	.4				
TOTAL	250	100.0				

Table A.1.4.31. Background Summary on Questionnaire Respondents MOS 13E (Cannon Fire Direction Specialist)

^{*} Incomplete or missing data

Confidence Level: 90%

- Also envelor, to assignment "

Women can work in this MOS/Specialty considering (issue).

	Perce	entage i	n Peace	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree	
1. Strength	. 27.2	44.0	20.4	8.4	24.0	33.6	23.2	19.2	
2. Size	28.4	49.6	14.8	7.8	23.6	41.2	21.2	1 14.0	
3. Grip	34.4	50.0	9.6	5.6	30.0	49.6	12.4	7.6	
4. Coordination	36.8	50.0	8.0	5.2	34.8	45.6	11.2	8.4	
5. Arm/Leg Length	37.2	53.2	4.4	4.8	33.2	51.6	7.2	7.2	
6. Endurance	29.2	40.4	20.4	10.0	21.6	29.6	29.2	19.6	
7. Menses	21.2	28.8	32.4	15.6	17.2	22.8	32.0	26.4	
8. Pregnancy 7	10.0	14.4	37.6	38.0	5.6	6.0	28.0	60.4	
9. Hygiene	28.4	32.0	24.8	14.4	20.0	22.8	32.4	24.4	
10. Profiles	32.0	42.8	18.4	6.8	27.2	42.0	18.8	111.6	
11. Emotion	29.6	46.8	13.2	10.0	21.2	34.0	26.8	18.0	
12. Stress	28.4	45.6	16.8	9.2	22.4	32.8	28.4	16.4	
13. Confidence	34.4	54.4	6.8	4.4	32.0	46.8	16.0	4.8	
14. Toughness	31.6	39.6	19.2	9.6	22.8	29.6	28.0	19.2	
15. Gain Respect	38.0	48.8	7.6	5.2	31.6	46.8	11.6	9.6	
16. Aggressivehess	33.6	42.8	18.0	5.6	29.2	32.0	26.4	12.0	
17. Mech Abditty	32.4	46.0	16.0	5.6	30.4	40.8	20.4	8.4	
18. Skil 36	33.2	46.8	13.6	6.0	30.8	39.2	19.2	10.4	
19. Make Effort	37.2	45.2	12.4	5.2	32.0	41.6	16.8	9.6	
20. Self Image	28.4	38.8	21.6	10.4	24.0	30.4	30.0	14.8	
21. Leadership	30.8	43.2	18.4	7.6	22.4	35.2	30.0	12.4	
22. Fraternization	21.2	29.6	30.0	18.0	18.4	24.4	30.0	26.0	
23. Single Parent	25.2	32.0	25.2	17.6	17.2	21.2	30.4	31.2	
24. Team Work	39.2	52.4	4.8	3.6	35.6	46.8	13.2	4.4	
25. Are Capable	29.6	47.6	12.4	10.4	25.2	31.6	23.6	19.2	
26. Should Allow	27.6	36.0	15.2	20.8	22.8	28.0	17.2	31.6	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1. 4.32. Summary of Questionnaire Responses, MOS 13E (Cannon Fire Direction Specialist).

CONFIDENCE LEVEL 47%

AGE	RESP	ONSES	YEARS	RESE	PUNSES	GRADE	E RESPONSES		EDUCATION	RESPONSES	
(YRS)	NO.	8	SERVICE	- NO.	%		NO.	8		NO.	8
17-20	None	0	0-3 -	None	.0	E3-E4	None	.0	Less than HS	None	.0
21-25	1	3.6	4-5	None	.0	E5-E6	None	.0	High School	11	39.3
26-30	None	.0	6-10	None	.0	E7-E9	28	100.0	Some College	17	60.7
31-35	3	10.7	11-15	None	.0	W1-W4	225		College Grad	None	.0
36-40	18	64.3	16-20	21	75.0	01-02			Grad School	None	
41-45	6	21.4	21-25	6	21.4	03-04			Incomplete	None	.0
46+	None	.0	26+	1	3.6	05-06					E V 12
*	None	.0		None	.0	*					
TOTAL	28	100-0	TOTAL	28	100.0	TOTAL	28	100.0	TOTAL	28	100.0

	RESPONSES					
GENDER	NO.	8				
MALES	27	96.4				
FEMALES	1	3.6				
	None),				
TOTAL	28	100.0				

RACE	RESP	ONSES
	NO.	8
WHITE	23	82.1
BLACK	3	10.7
OTHER	2	7.2
	None	.0
TOTAL	28	100.0

TYPE	RESPONSES				
UNIT	NO.	8			
TOE	22	78.6			
TDA	5	17.9			
*	1	3.5			
TOTAL	28	100.0			

PERIOD IN	A STATE OF THE PARTY OF THE PAR	RVISED		RDINATE WOMEN	CO-WORKER WITH WOMEN		
MUNTHS	NO.	18	NO.	%	NO.	8	
Never	15	53.6	23	82.1	17	60.8	
1-6	7	7.1	2	7.1	I	3.6	
7-12	3	10.7	I	3.6	4	14.3	
13-18	1	3.6	1	3.6	None	.0	
19-24	None	1 .0		3.6	2	7.1	
25-36	4	1 14.3	None	.0	2	7.1	
37+	3	10.7	None	.0	7	7.1	
	None	.0	None	.0	None	.0	
TUTAL	28	100.0	28	100.0	28	100.0	

MARITAL	RESPONSES					
STATUS	NO.	18				
Single	one	.0				
Married	24	85.7				
Separated	T	3.6				
Divorced	3	10.7				
W1 dowed	Jone	.0				
	one	.0				
TOTAL	28	100.0				

TABLE A.1.4.33. Background Summary on Questionnaire Respondents, MOS/Specialty 13W (FA Target Acquisition Sr Sgt).

William William Control

^{*} Incomplete or missing data

Number of Respondents: 28 Confidence Level: 47% (TOO LOW)

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime			
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree
1. Strength	28.6	57.1	3,6	10.7	21.4	42.9	7.1	25.0
2. Size	25.0	60.7	3.6	10.7	14.3	57.1	10.7	17.9
3. Grip	21.4	64.3	7.1	7.1	21.4	53.6	10.7	14.3
4. Coordination	32.1	67.9	None	None	32.1	60.7	3.6	3.6
5. Arm/Leg Length	32.1	64.3	None	3.6	28.6	6U.7	3.6	7.1
6. Endurance	25.0	6U.7	10.7	3.6	17.9	39.3	32.1	10.7
7. Menses	25.0	35.7	28.6	10.7	17.9	21.4	46.4	14.3
8. Pregnancy	14.3	10.7	32.1	42.9	14.3	3.6	32.1	50.0
9. Hygiene	25.0	39.3	3.6	32.1	21.4	28.6	39.3	7.1
U. Profiles	32.1	6U.7	3.6	3.6	32.1	42.9	17.9	7.1
1. Emotion	32.1	42.9	None	25.0	28.6	32.1	28.6	10.7
2. Stress	32.1	50.0	17.9	None	17.9	39.3	35.7	7.1
3. Confidence	39.3	57.1	3.6	None	28.6	46.4	21.4	3.6
4. Toughness	32.1	42.9	17.9	7.1	21.4	35.7	25.U	17.4
5. Gain Respect	35.7	57.1	7.1	None	35.7	46.4	10.7	7.1
6. Aggrassiveness	32.1	46.4	17.9	3.6	25.U	32.1	28.6	14.3
7. Mech Ability	32.1	53.6	14.3	None	25.0	39.3	28.6	7.1
8. Skills	25.0	6U.7	10.7	3.6	25.0	42.9	25.0	7.1
9. Make Effort	39.3	53.6	7.1	None	25.0	42.9	25.0	7.1
20. Self Image	28.6	50.0	3.6	17.9	17.9	35.7	32.1	10.7
1. Leadership	32.1	50.0	17.9	None	21.4	35.7	39.3	3,6
2. Fraternization	17.9	46.4	25.0	10.7	17.9	39.3	28.6	14.3
3. Single Parent	21.4	32.1	17.9	28.6	17.9	17.9	32.1	32.1
4. Team Work	35.7	53.6	7.3	3.6	35.7	46.4	10.7	7.1
5. Are Capable	32.1	46.4	14.3	7.1	21.4	35.7	25.U	17.9
6. Should Allow	17.9	32.1	32.1	17.9	14.3	28.6	17.9	39.3

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.34. Summary of Questionnaire Responses. MOS 13W (PA Target Acquisition Sr Sgt).

CONFIDENCE LEVEL 82%

AGE	RESP	ONSES	YEARS	RESP	ONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	8	SERVICE	NO.		41	NO.	%		NO.	%
17-20	U	.0	0-3	1	.7	E3-E4	1	.7	Less than HS	U	٠.
21-25	0	.0	4-5	U	.0	E5-E6	139	99.3	High School	67	47.9
26-30	0	.0	6-10	0	.0	E7-E9	0	.0	Some College	67	47.9
31-35	15	10.8	11-15	6	4.3	W1-W4			College Grad	2	1.4
36-40	62	44.3	16-20	68	48.6	01-02			Grad School	3	2.1
41-45	52	37.1	21-25	56	40.0	U3-U4				1	.7
46+	8	5.7	26+	9	6.4	05-06	Standard Standard				
*	3	2.1	*	Ü	.0	* *	H .				
TOTAL	140	100.0	TOTAL	140	100.0	TOTAL	140	100.0	TOTAL	140	100.0

	RESPONSES				
GENDER	NO.	8			
MALES	138	98.0			
FEMALES	1				
TOTAL	140	100.0			

RACE	RESPONSES					
	NO.	8				
WHITE	99	70.8				
BLACK	31	22.1				
OTHER	8	5.7				
	2	1.4				
TOTAL	140	100.0				

TYPE	RESP	ONSES
UNIT	NO.	%
TOE	107	76.4
TDA	32	22.9
		.7
TOTAL	140	100.0

PERIOD IN		RVISED MEN		RDINATE WOMEN	CO-WORKER WITH		
MONTHS	NO.	1 %	NO.	8	NO.	8	
Never	79	56.4	129	92.2	82	58.4	
1-6	10	7.1	2	1.4	12	8.6	
7-12	20	14.4	4	2.9	18	12.9	
13-18	9	6.4	3	2.1	5	3.6	
19-24	4	2.9	2	1.4	5	3.6	
25-30	8	5.7	0		Committee of the committee of	7.9	
37+	10	7.1	0	.0	- /	5.0	
	U	.0	U	.0	- 0	0	
TOTAL	140	100.0	140	100.0	140	100.0	

MARITAL	RESPONSES					
STATUS	NO.	8				
Single	2	1.4				
Married	131	93.7				
Separated	Z	1.4				
Divorced	2	1.4				
M1 dowed	1.	.1				
****	_ Z	1.4				
The second of the second						
TOTAL	140	100.0				

TABLE A.1.4.35. Background Summary on Questionnaire Respondents, MOS 13Y (Cannon/Missile Sr Sgt).

^{*} Incomplete or missing data

Number of Respondents: 140 Confidence Level: 82%

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime			
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1. Strength	23.6	37.1	22.9	16.4	13.6	21.4	25.7	39.3
2. Size	27.1	43.6	17.1	12.1	20.7	28.6	26.4	24.3
3. Grip	31.4	45.7	10.7	11.4	27.1	40.0	13.6	18.6
4. Coordination	35.7	43.6	10.7	10.0	28.6	36.4	17.1	17.9
5. Arm/Leg Length	33.6	47.9	9.3	9.3	30.0	40.7	15.7	13.6
6. Endurance	17.1	32.9	28.6	21.4	12.1	16.4	32.1	39.3
7. Menses	18.6	27.9	29.3	22.1	10.0	21.4	27.9	38.6
8. Pregnancy	9.3	10.7	24.3	55.0	2.9	5.0	18.6	72.9
9. Hygiene	12.1	28.6	29.3	29.3	8.6	15.7	30.0	45.0
10. Profiles	30.0	42.9	14.3	12.1	28.6	33.6	17.1	20.0
11. Emotion	22.1	32.9	29.3	15.7	14.3	19.3	31.4	34.3
12. Stress	20.7	34.3	30.7	14.3	11.4	25.0	32.9	30.7
13. Confidence	27.9	50.7	15.0	6.4	21.4	35.0	25.7	17.9
14. Toughness	21.4	27.1	31.4	20.0	12.1	17.1	29.3	41.4
15. Gain Respect	25.7	45.0	19.3	10.0	21.4	32.1	24.3	22.1
16. Aggressiveness	26.4	39.3	25.7	8.6	22.9	27.9	27.9	21.4
17. Mech Ability	32.9	42.9	14.3	9.3	26.4	34.3	22.1	16.4
18. Skills	22.9	32.1	30.7	14.3	16.4	22.9	30.0	30.0
19. Make Effort	31.4	45.0	16.4	7.1	27.1	30.7	22.9	18.6
2U. Self Image	21.4	35.7	27.9	15.0	18.6	25.0	30.7	25.7
21. Leadership	31.4	34.3	25.0	8.6	22.9	25.7	23.6	27.1
22. Fraternization	22.9	31.4	27.1	17.1	18.6	25.7	27.1	27.1
23. Single Parent	19.3	32.1	26.4	22.1	12.9	22.1	25.0	40.0
24. Team Work	32.1	52.1	9.3	5.7	26.4	38.6	19.3	14.3
25. Are Capable	25.0	33.6	25.0	16.4	16.4	16.4	31.4	35.7
26. Should Allow	18.6	26.4	23.6	31.4	15.0	11.4	22.1	51.4

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.36. Summary of Questionnaire Responses, MDS 13Y (Cannon/Missile Sr Sgt).

CONFIDENCE LEVEL 65%

AGE (YRS)	RESP NO.	ONSES	YEARS SERVICE		ONSES	GRADE	RESP NO.	ONSES	EDUCATION	RESP NO.	ONSES
						F2 F4					
17-20 21-25	U	0.	4-5	U	.0	E3-E4 E5-E6	0	.0	Less than HS High School	25	43.9
26-30	Ü	:0	6-10	Ü	.0	E7-E9	57	100.0	Some College		50.9
31-35	1	1.7	11-15	U	.0	W1-W4			College Grad	3	5.2
36-40	7	12.3	16-20	5	8.8	01-02			Grad School	Ü	-0
41-45	29	50.9	21-25	29	50.9	03-04			(a) (b) ★	U.	U
46+	20	35.1	26+	22	38.6	05-06		Jan Lancas		- 10 6	
*	U	.0	*	3	٠.	*					
TOTAL	57	LUU.U	TOTAL	57	100-0	TOTAL	57	100.0	TOTAL	57	00.0

	RESPONSES				
GENDER	NO.	%			
MALES	57	100.0			
MALES FEMALES	U	1 .0			
	Ú	٠.۷			
TOTAL	57	100.0			

RACE	RESPONSES					
	NO.	18				
WHITE	13	22.8				
BLACK	42	73.7				
OTHER	2	3.5				
	U	.0				
TOTAL	57	100.0				

TYPE	RESPONSES				
UNIT	NO.	8			
TOE	20	35.1			
TDA	36	63.1			
		1.8			
TOTAL	57	100.0			

PERIOD IN	A STATE OF THE PARTY OF THE PAR	RVISED MEN		RDINATE	CO-WORKER WITH		
MONTHS	NO.	18	NO.	8	NO.	3	
Never	_ 25	43.9	54	94.7	29	50.9	
1-6	3	5.3	1	1.8	6	10.5	
7-12	5	8.8	U	.0	5	8.8	
13-18	1 2	1.3.5	U	.0		1.8	
19-24	6	110.5	1	1.8	6	10.5	
25-30	5	10.5	1	1.8	6	10.5	
37+	10	17.5	0	.0	4	7.0	
Access of the second se	J U	.0	U	.0	U	.0	
TOTAL	57	100.0	57	100.0	57	100.0	

MARITAL	RESPONSES					
STATUS	NO.	2				
Single	1	1.8				
Married	53	93.0				
Separated	2	3.5				
Divorced	1 1	1.7				
Widowed	U	U.				
	U	0				
TOTAL	57	100.0				

STEET

TABLE A.1.4.37. Background Summary on Questionnaire Respondents, MOS 13Z (FA Cannon Sr Sgt).

Committee of the Commit

^{*} Incomplete or missing data

Confidence Level: 65%

Women can work in this MOS/Specialty considering (issue).

	Perce	entage i	n Peace	time	Perc	Percentage in Wartime			
Issue	Strongly Agree	Agree	Di s- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree	
1. Strength	21.1	38.6	24.6	14.0	12.3	28.1	17.5	40.4	
2. Size	26.3	36.8	22.8	12.3	19.3	31.6	22.8	24.6	
3. Grip	22.8	49.1	17.5	8.8	19.3	43.9	15.8	19.3	
4. Coordination	21.1	59.6	10.5	7.0	15.8	45.6	12.3	24.6	
5. Arm/Leg Length	28.1	54.4	7.0	8.8	24.6	1 52.6	3.5	17.5	
6. Endurance	17.5	43.9	24.6	12.3	10.5	24.6	28.1	35.1	
7. Menses	15.8	36.8	24.6	17.5	12.3	28.1	26.3	28.1	
8. Pregnancy	5.3	10.5	35.1	47.4	None	5.3	22.8	70.2	
9. Hygiene	15.8	31.6	31.6	19.3	8.8	26.3	22.8	40.4	
lu. Profiles	24.6	56.1	8.8	8.8	19.3	50.9	110.5	17.5	
11. Emotion	19.3	54.4	15.8	8.8	12.3	38.6	17.5	29.8	
12. Stress	21.1	56.1	15.8	5.3	12.3	35.1	24.6	24.6	
3. Confidence	31.6	56.1	5.3	5.3	22.8	45.6	14.0	15.8	
14. Toughness	21.1	42.1	24.6	8.8	12.3	24.6	21.1	38.6	
15. Gain Respect	26.3	54.4	10.5	7.0	21.1	42.1	12.3	22.8	
16. Aggressiveness	22.8	54.4	14.0	7.0	17.5	43.9	19.3	17.5	
17. Mech Ability	28.1	49.1	12.3	8.8	21.1	43.9	15.8	17.5	
l8. Skills	17.5	33.3	26.3	21.1	12.3	26.3	22.8	36.8	
19. Make Effort	28.1	43.9	21.1	5.3	19.3	43.9	17.5	17.5	
20. Self Image	21.1	31.6	35.1	8.8	15.8	26.3	22.8	31.6	
21. Leadership	26.3	42.1	21.1	8.8	17.5	31.6	15.8	33.3	
2. Fraternization	19.3	28.1	38.6	10.5	12.3	21.1	28.1	35.1	
23. Single Parent	19.3	31.6	22.8	24.6	5.3	19.3	29.8	43.9	
4. Team Work	26.3	57.9	8.8	5.3	19.3	50.9	10.5	15.8	
25. Are Capable	22.8	38.6	24.6	12.3	14.0	15.8	29.8	38.6	
26. Should Allow	26.3	22.8	19.3	29.8	10.5	15.8		54.4	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.38. Summary of Questionnaire Responses, MOS 13Z (FA Cannon Sr Sgt).

CONFIDENCE LEVEL 79%

AGE	RES	PONSES	YEARS	RES	PONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	8	SERVICE	NO.	3		NO.	3		NO.	9
17-20	U		U-3	1	5.9	E3-E4	4	23.5	Less than HS	#3 9H	5.9
21-25	6	35.3	4-5	5	29.4	E5-E6	13	76.5	High School	11	64.7
26-30	8	47.1	6-10	6	35.3	E7-E9	0	.0	Some College	5	29.4
31-35	3	17.6	11-15	2	11.8	W1-W4			College Grad	U	.0
36-40	0	.0	16-20	U	.0	01-02			Grad School	0	.0
41-45	U	.0	21-25	0	.0	03-04	1.3			Ú	.0
46+	U		26+	C	.0	05-06					12 MAY 1
	-	-		3	17.6	*					
TOTAL	17	100.0	TOTAL	17	100.0	TOTAL	17	100.0	TOTAL	17	100.0

	RESPONSES				
GENDER	NO.	2			
MALES	17	100.0			
MALES FEMALES	U				
3,000	U	.(
TOTAL	17	100.0			

RACE	RESPONSES				
	NO.	%			
WHITE	10	58.8			
BLACK	7	41.2			
OTHER	U	.0			
TOTAL	17	100.0			

TYPE	RESPONSE			
UNIT	NO.	%		
TOE	7	41.2		
TDA	9	41.2 52.9 5.9		
		3.9		
TOTAL	17	100.0		

PERIOD IN		RVISED MEN		RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	1 %	NO.	%	NO.	8	
Never	12	70.5	14	82.4	7	41.2	
1-6	2	11.8	3	17.6	4	23.4	
7-12	2	11.8	0	.0	2	11.8	
13-18	1	5.9	U	.0	1	5.9	
19-24	. 0	1 .0	U	.0	2	11.8	
25-36	U	.0	0	.0	1.	5.9	
37+	U	1 .0	U	.0	0	.0	
	U	1.0	U	.0	U	.0	
TOTAL	17	100.0	17	100.0	17	100.0	

MARITAL	RESPONSES					
STATUS	NO.	8				
Single	3	17.6				
Married	13-	76.5				
Separated	12	5.9				
Ulvorced	0	.0				
Wi dowed	0	0				
	U.	.0				
***		- 1,3				
TOTAL	17	100.0				

TABLE A.1.4.39. Background Summary on Questionnaire Respondents MOS 15B (Sergeant Missile Creuman).

^{*} Incomplete or missing data

Confidence Level: 79%

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Perc	entage	in Wart	ime
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree
1. Strength	5.9	47.1	29.4	17.6	5.9	29.4	11.8	47.1
2. Size	17.6	29.4	29.4	23.5	11.8	23.5	29.4	29.4
3. Grip	11.8	35.3	35.3	17.6	11.8	35.3	11.8	35.3
4. Coordination	11.8	52.9	35.3	None	11.8	47.1	23.5	11.8
5. Arm/Leg Length	11.8	41.2	41.2	5.9	5.9	41.2	17.6	29.4
6. Endurance	23.5	23.5	35.3	17.6	17.6	23.5	29.4	23.5
7. Menses	11.8	23.5	41.2	23.5	11.8	17.6	35.3	29.4
8. Pregnancy	11.8	5.9	23.5	58.8	5.9	None	17.6	70.6
9. Hygiene	11.8	29.4	29.4	29.4	11.8	17.6	23.5	41.2
10. Profiles	17.6	41.2	35.3	5.9	17.6	41.2	17.6	17.6
11. Emotion	11.8	29.4	41.2	17.6	11.8	23.5	35.3	23.5
12. Stress	17.6	29.4	35.3	17.6	17.6	23.5	17.6	35.3
13. Confidence	11.8	70.6	11.8	5.9	11.8	52.9	11.8	17.6
14. Toughness	11.8	41.2	29.4	17.6	5.9	29.4	23.5	35.3
15. Gain Respect	17.6	70.6	5.9	5.9	17.6	58.8	5.9	11.8
16. Aggressiveness	11.8	70.6	11.8	5.9	11.8	64.7	5.9	11.8
17. Mech Ability	17.6	52.9	17.6	11.8	11.8	52.9	11.8	17.6
18. Skills	11.8	58.8	23.5	5.9	11.8	52.9	17.6	11.8
19. Make Effort	23.5	47.1	17.6	11.8	17.6	47.1	11.8	17.6
20. Self Image	11.8	35.3	41.2	11.8	11.8	23.5	35.3	23.5
21. Leadership	23.5	41.2	23.5	11.8	r1.8	35.3	23.5	23.5
22. Fraternization	5.9	35.3	41.2	17.6	None	29.4	23.5	35.3
23. Single Parent	29.4	23.5	47.1	17.6	11.8	17.6	29.4	29.4
24. Team Work	11.8	70.6	11.8	5.9	11.8	64.7	5.9	11.8
25. Are Capable	17.6	35.3	35.3	11.8	11.8	23.5	41.2	17.6
26. Should Allow	5.9	35.3	23.5	29.4	5.9	23.5	11.8	52.9

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.40. Summary of Questionnaire Responses, MOS 158 (Sergeant Missile Cremman).

121 E A. 1 L 4. 41. September Seminary on Juny Connect Passenness 18.4 Lt. a 3.821

CONFIDENCE LEVEL 88%

AGE	RESPONSES				
(YRS)	NO.	0			
17-20	23	11.3			
21-25	102	50.0			
26-30	51	25.0			
31-35	17	8.3			
36-40	5	2.5			
41-45	U	None			
46+	U	None			
•	6	2.9			
TOTAL	204	100.0			

YEARS	RESPONSES			
SERVICE	NO.	8		
U-3	80	39.1		
4-5	44	21.6		
6-10	40	19.6		
11-15	20	9.8		
16-2U	2	1.0		
21-25	1	.5		
26+	4	2.0		
	13	6.4		
TOTAL	24	100.0		

GRADE	RESPONSES				
	NO.	8			
E3-E4	118	57.8			
E5-E6	84	41.2			
E7-E9	2	1.0			
W1-W4	Harry on	15 7 10			
01-02	100				
03-04		1 500			
05-06					
*	U	None			
TOTAL	204	100.0			

EDUCATION	RESPONSES			
AN SYNG	NO.	8		
Less than HS	8	3.9		
High School	141	69.1		
Some College	50	24.5		
College Grad	3	1.5		
Grad School		.5		
	1	.5		
TOTAL	204	UU.U		

	RESPONSES			
GENDER	NO.	18		
MALES	190	93.1		
FEMALES	2	1.0		
	12	5.9		
TOTAL	204	100.0		

RACE WHITE	RESPONSES			
	NO.	8		
	127	62.3		
BLACK	66	32.4		
OTHER	11	5.4		
	U	None		
TOTAL	204	100.0		

TYPE	RESPONSES			
UNIT	NO.	18		
TOE	160	78.4		
TDA	37	18.1		
	1	3.4		
TOTAL	204	100.0		

PERIOD IN MONTHS	SUPERVISED			RDINATE WOMEN	CO-WORKER WITH WOMEN		
	NO.	8	NO.	8	NO.	8	
Never	168	82.4	177	86.7	169	82.7	
1-6	12	5.9	13	6.4	15.	7.4	
7-12	10	4.9	8	3.9	9	4.4	
13-18	4	2.0	1	.5	2	1.0	
19-24	3	1.5	2	1.0	1	.5	
25-36	1	.5	1	.5	U	None	
37+	0	None	U	None	U	None	
	6	2.8	2	1.0	4	2.0	
TOTAL	204	100.0	204	100.0	204	100.0	

MARITAL	RESPONSES				
STATUS	NO.	8			
Single	51	25.U			
Married	138	67.6			
Separated	3	1.5			
Divorced	11	5.4			
W1 dowed	U	None			
TOP POPULA	- 0	None			
TOTAL	204	100.0			

TABLE A.1. 4.41. Background Summary on Questionnaire Respondents. MOS 15D (Lance Missile Crewman).

^{*} Incomplete or missing data

Number of Respondents: 204 Confidence Level: 88%

Women can work in this MOS/Specialty considering (issue).

er le la	Percentage in Peacetime				Percentage in Wartime			
	Strongly Agree	Agree	Di s- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree
1. Strength	15.7	53.9	21.6	8.8	10.8	41.7	24.5	21.6
2. Size	15.7	55.4	20.1	8.3	9.8	46.6	24.0	18.1
3. Grip	13.2	58.8	19.6	8.3	9.8	53.9	20.1	15.7
4. Coordination	16.7	62.7	13.2	6.4	11.3	57.8	17.2	12.3
5. Arm/Leg Length	15.2	62.3	14.7	7.8	10.8	59.8	16.2	12.7
6. Endurance	15.2	50.0	22.1	12.3	10.8	43.1	23.5	22.1
7. Menses	8.3	36.3	38.2	16.2	7.4	29.4	33.8	27.9
8. Pregnancy	6.9	14.7	31.4	46.1	4.9	11.3	27.0	55.9
9. Hygiene	9.3	45.1	30.9	13.7	7.4	34.3	32.8	24.0
U. Profiles	13.7	59.3	17.2	8.3	12.3	49.0	20.1	17.2
11. Emotion	13.2	56.4	17.6	12.3	11.3	38.2	29.9	20.1
12. Stress	12.7	49.0	24.5	13.2	9.8	38.2	28.4	23.0
3. Confidence	17.2	65.2	11.8	4.4	13.2	56.9	20.1	8.8
14. Toughness	11.3	49.5	28.4	10.8	6.9	42.6	27.0	23.0
15. Gain Respect	17.6	60.8	17.2	4.4	11.8	55.4	20.6	11.8
6. Aggressiveness	14.2	58.8	18.1	8.3	8.8	47.1	27.9	15.2
17. Mech Ability	16.7	58.8	16.7	7.4	11.8	54.9	19.6	12.3
l8. Skills	15.7	56.4	20.6	5.9	13.7	50.0	21.1	14.2
19. Make Effort	19.1	57.4	15.7	6.9	16.2	51.0	18.6	13.2
2U. Self Image	12.7	49.5	28.9	8.8	10.8	41.7	31.4	15.7
21. Leadership	14.2	60.8	15.7	8.3	10.8	52.0	19.1	17.2
22. Fraternization	9.8	42.6	27.9	19.1	7.8	33.8	30.4	27.0
23. Single Parent	10.8	46.1	23.5	19.1	7.4	35.3	27.9	27.9
24. Team Work	19.6	64.2	10.8	4.4	13.2	62.3	14.2	9.3
25. Are Capable	14.2	53.4	22.5	9.3	10.8	43.1	26.0	19.1
26. Should Allow	21.1	42.6	14.2	20.1	15.2	35.8	19.6	27.9

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.42. Summary of Questionnaire Responses, MOS 150 (Lance Missile Cremman).

B & ... 1 - A

a lacomplete or wheeling out a

(Perseing Migsile Ergenan):

CONFIDENCE LEVEL 75%

AGE	RESP	ONSES	YEARS	THE RESERVE AND ADDRESS OF THE PERSON NAMED IN	PONSES	GRADE	RESE	ONSES	EDUCATION	RESPONSES	
(YRS)	NO.	2	SERVICE	NO.	9	-	NO.	9	and the property of	NO.	92
17-20	19	15.6	0-3	55	45.4	E3-E4	54	44.6	Less than HS	6	5.0
21-25	56	46.3	4-5	27	22.3	E5-E6	66	54.5	High School	67	55.3
26-30	31	25.6	6-10	25	24.7	E7-E9	1	Q	Some College	43	35.5
31-35	6	5.0	11-15	5	4.1	W1-W4		ALCOHOLD !	College Grad	2	1.7
36-40	4	3.3	16-20	3	2.5	01-02			Grad School	3	2.5
41-45	2	1.7	21-25	O	.0	03-04				Ú	.0
46+	U	·U	26+	2	1.7	05-06					
*	3	2.5		4	3.3	*					
TOTAL	121	100 0	TOTAL	121	100.0	TOTAL	101		TOTAL	121	100 (

	RESPONSES				
GENDER	NO.	8			
MALES	116	95.			
MALES FEMALES	1				
	4	3.			
	1				
TOTAL	121	100.			

RACE	RESPONSES				
	NO.	%			
WHITE	77	63.6			
BLACK	34	28.1			
OTHER	10	8.3			
T	U	- (
TOTAL	121	100.0			

TYPE	RESPONSES				
UNIT	NO.				
TOE	100	H2.6			
TDA	1 12	9.9			
	9	7.5			
TOTAL	121	100.0			

PERIOD IN		RVISED MEN		RDINATE WOMEN	CO-WORKER WITH		
MONTHS	NO.	1 %	NO.	8	NO.	8	
Never	100	82.6	102	84.3	96	79.4	
1-6	6	5.0	6	5.0	13	10.7	
7-12	6	5.0	4	3.3	2	1.7	
13-18	3	2.5	U L	.8	4	3.3	
19-24	3_	2.5	4	3.3		.8	
25-36	1	8		-8-		8	
37+	1	.8	1	.8		.8	
- No. of the second of		.8	2	1.7	3	2.5	
TUTAL	121	100.0	121	100.0	121	100.0	

MARITAL	RESPONSES					
STATUS	NO.	3				
Single	39	32.2				
Married	70	57.9				
Separated	4	3.3				
Divorced	5	4.1				
Widowed	0	.0				
The second of the second	3	2.5				
TOTAL	101	100.0				

TABLE A.1.4.43. Background Summary on Questionnaire Respondents, MOS 15E (Pershing Missile Crewman).

^{*} Incomplete or missing data

Number of Respondents: 121 Confidence Level: 75%

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	
1. Strength	29.8	19.8	34.4	19.0	15.7	15.7	28.9	33.9	
2. Size	27.3	31.4	27.3	13.2	19.8	25.6	28.1	23.1	
3. Grip	28.9	32.2	27.3	9.9	21.5	28.1	29.8	17.4	
4. Coordination	37.2	43.0	11.6	7.4	30.6	34.7	17.4	11.6	
5. Arm/Leg Length	37.2	39.7	15.7	6.6	28.9	35.5	21.5	9.9	
6. Endurance	28.9	30.6	28.9	11.6	19.8	25.6	28.1	21.5	
/. Menses	15.7	14.9	39.7	28.9	6.6	13.2	41.3	34.7	
8. Pregnancy	7.4	7.4	31.4	52.1	3.3	5.0	28.1	57.9	
9. Hygiene	21.5	24.0	30.6	21.5	14.0	19.8	30.6	28.9	
10. Profiles	28.9	33.1	24.0	14.0	24.8	30.6	19.8	21.5	
II. Emotion	30.6	35.5	21.5	11.6	18.2	28.1	29.8	19.0	
12. Stress	33.1	33.9	23.1	8.3	19.8	27.3	28.9	20.7	
13. Confidence	39.7	43.0	12.4	4.1	31.4	37.2	17.4	9.9	
14. Toughness	24.0	25.6	38.0	12.4	14.0	17.4	36.4	28.9	
15. Gain Respect	38.0	40.5	14.9	5.8	35.5	32.2	15.7	13.2	
16. Aggressiveness	38.0	35.5	19.8	4.1	33.9	27.3	23.1	12.4	
17. Mech Ability	38.8	36.4	19.0	4.1	31.4	32.2	24.0	9.1	
18. Skills	30.6	36.4	23.1	8.3	21.5	28.9	28.9	17.4	
19. Make Effort	31.4	43.8	16.5	6.6	24.8	37.2	20.7	12.4	
20. Self Image	24.0	33.1	29.8	13.2	19.8	24.8	28.9	23.1	
21. Leadership	43.8	33.1	15.7	7.4	33.1	27.3	19.8	16.5	
22. Fraternization	17.4	17.4	41.3	24.0	14.9	13.2	36.4	31.4	
23. Single Parent	24.0	29.8	28.1	14.9	14.9	23.1	28.1	28.9	
24. Team Work	38.8	46.3	11.6	3.3	35.5	41.3	13.2	6.6	
25. Are Capable	27.3	29.8	27.3	15.7	19.0	19.8	30.6	28.1	
26. Should Allow	31.4	24.8	18.2	24.8	18.2	24.0	22.3	32.2	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.44. Summary of Questionnaire Responses, MOS 15E (Pershing Missile Crewman).

The second secon

AGE		ONSES	YEARS		PONSES	GRADE		ONSE	EDUCATION		PONSE
(YRS)	NO.	6	SERVICE	NO.	-		NO.	%	12000000	NO.	%
17-20	18	26.5	U-3	28	41.1	E3-E4	39	57.	Less than HS	6	8.8
21-25	29	42.6	4-5	8	11.8	E5-E6	29	42.6	High School	39	57.4
26-30	10	14.7	6-10	13	19.	E7-E9	U	.0	Some College	18	26.
31-35	- 5	7.4	11-15	- 5	7.4	W1-W4			College Grad	3	
36-40	3	4.4	16-20	6	8.8	01-02	14		Grad School	2	2.
41-45	2	2.9	21-25	4	5.9	03-04			* *	C	61
46+	1	1.5	26+	1	1.5	05-06					
	U	.0	6814 V - 1	3	4.4						
TOTAL	68	100.4	TOTAL	68	100.0	TOTAL	68	100.	TOTAL	68	100.0

	RESPONSES				
GENDER	NO.	2			
MALES	63	92.	7		
FEMALES	3	4.	4		
	2	2.	9		
TOTAL	68	100.	U		

RACE	RESP	ONSES
	NO.	8
WHITE	44	64.
BLACK	18	26.
UTHER	Ь	8.
	U	
TOTAL	68	100.

TYPE	RESPONSES				
UNIT	NO.	8			
TOE	44	64.7			
TDA	15	64.7			
	9	13.2			
TOTAL	68	100.0			

PERIOD IN	SUPERVISED WOMEN			RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	80	NO.	8	NO.	8	
Never	52	76.5	60	88.2	53	77.9	
1-6	8	11.8	5	7.4	8	11.8	
7-12	- 2	2.9	3	4.4	3	4.4	
13-18	U	.0	U	.0	U	.0	
19-24		1.5	U	.0	U	.0	
29-30	3	4.4	Ü	.0	2	2.9-	
377	- 2	2.5	U	.0	1	1.5	
	0	.0	- 6	.0		1.5	
TOTAL	68	100.0	68	100.0	68	100.0	

MARITAL	RESPONSES					
STATUS	NO.	8				
Single	27	39.7				
Married	39	57.4				
Separated	U					
Divorced	- 2	2.9				
Widowed	,0	(
		2 2 2 20				
TOTAL	68	100.0				

TABLE A.1.4.45. Background Summary on Questionnaire Respondents, MOS 15F (HJ Rocket Crewman).

^{*} Incomplete or missing data

Number of Respondents: 68 Confidence Level: 65%

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree	
1. Strength	16.2	42.6	29.4	10.3	11.8	32.4	22.1	29.4	
2. Size	14.7	47.1	19.1	14.7	10.3	30.9	30.9	22.1	
3. Grip	14.7	47.1	25.0	11.8	13.2	39.7	27.9	14.7	
4. Coordination	20.6	51.5	16.2	10.3	17.6	41.2	22.1	13.2	
5. Arm/Leg Length	14.7	52.9	22.1	7.4	13.2	44.1	22.1	16.2	
6. Endurance	16.2	36.8	32.4	11.8	10.3	26.5	33.8	23.5	
7. Menses	8.8	29.4	32.4	25.0	5.9	20.6	30.9	33.8	
8. Pregnancy	5.9	10.3	33.8	48.5	5.9	2.9	30.9	55.9	
9. Hygiene	11.8	32.4	26.5	27.9	7.4	35.3	19.1	32.4	
lu. Profiles	17.6	36.8	23.5	20.6	14.7	36.8	22.1	20.6	
11. Emotion	11.8	45.6	25.0	14.7	5.9	38.2	25.0	26.5	
12. Stress	8.8	42.6	29.4	17.6	4.4	36.8	30.9	23.5	
13. Confidence	14.7	63.2	11.8	7.4	13.2	50.0	19.1	11.8	
14. Toughness	13.2	41.2	29.4	14.7	10.3	29.4	33.8	22.1	
15. Gain Respect	25.0	47.1	14.7	11.8	17.6	45.6	17.6	14.7	
16. Aggressiveness	13.2	52.9	22.1	10.3	13.2	36.8	30.9	14.7	
17. Mech Ability	13.2	55.9	23.5	4.4	10.3	55.9	20.6	7.4	
18. Skills	13.2	48.5	23.5	10.3	11.8	41.2	23.5	16.2	
19. Make Effort	17.6	47.1	19.1	13.2	13.2	48.5	11.8	19.1	
2U. Self Image	14.7	36.8	29.4	16.2	8.8	32.4	32.4	20.6	
21. Leadership	13.2	52.9	17.6	11.8	10.3	42.6	19.1	19.1	
22. Fraternization	8.8	32.4	32.4	25.0	7.4	32.4	25.0	27.9	
23. Single Parent	14.7	41.2	25.0	16.2	10.3	29.4	29.4	25.U	
24. Team Work	19.1	51.5	19.1	7.4	17.6	42.6	23.5	10.3	
25. Are Capable	14.7	41.2	29.4	13.2	10.3	33.8	27.9	23.5	
26. Should Allow	19.1	29.4	27.9	22.1	14.7	29.4	23.5	27.9	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.46. Summary of Questionnaire Responses, MOS 15F (HJ Rocket Crewman).

Saur-I-A

Control of the second

wish unitalities on development? *

AGE	RESP	ONSES	YEARS	RESP	ONSES	GRADE	RESP	UNSES	EDUCATION	RESP	ONSES
(YRS)	NO.	6	SERVICE		8		NO.	%	e carreine	NO.	%
17-20	7	21.2	U-3	17	51.4	E3-E4	14	42.4	Less than HS	2	6.0
21-25	15	45.5	4-5	5	15.2	E5-E6	19	57.6	High School	16	48.5
26-3U	4	12.1	6-10	4	12.1	E7-E9	U	.0	Some College	15	45.5
31-35	4	12.1	11-15	2	6.1	W1-W4			College Grad	U	0.
36-4U	2	6.1	16-20	2	6.1	01-02			Grad School	U	U.
41-45	U	.0	21-25	U	.0	03-04			*	U	U.
46+	U	.u	26+	1	3.0	05-06					
*	1	3.0	*	2	6.1						
TOTAL	33	UU.U	TOTAL	33	100.0	TOTAL	33	100.0	TOTAL	33	00.0

	RESPONSES				
GENDER	NO.	%			
MALES	32	97.0			
FEMALES	U	.0			
		3.0			
TOTAL	33	100.0			

RACE	RESPONSES					
	NO.	8				
WHITE	26	78.7				
BLACK	5	15.2				
OTHER	2	6.1				
	U	.0				
TOTAL	33	100.0				

TYPE	RESPONSES					
UNIT	NO.	8				
TOE	28	84.9				
TDA	4	12.1				
	1	3.0				
TOTAL	33	100.0				

PERIOD IN	SO SERVICES AND SERVICES	RVISED MEN	The second second second	RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	1 %	NO.	8	NO.	8	
Never	27	81.8	31	94.0	31	94.0	
1-6	3	9.1	U	.0	1	3.0	
7-12	2	6.1	2	6.0	0	.0	
13-18	U	.0	U	.0	0	.0	
19-24	U	1 .0	0	.0		3.0	
25-36		3.0	U	.0	U	.0	
-514	U	.0	U	.0	0	.0	
The second secon	U	.0	U	.0	U	.0	
TOTAL	33	100.0	33	100.0	33	100.0	

MARITAL	RESPONSES					
STATUS	NO.	8				
Single	8	24.2				
Married	25	75.8				
Separated	1.0					
Divorced	. 0	.0				
wi dowed	10	1 .0				
and the second s	1	0				
TOTAL	33	100.0				

TABLE A.1. 4.47. Background Summary on Questionnaire Respondents, MOS 15J (Lance/HJ Opns/Fire Direction Specialist).

^{*} Incomplete or missing data

Confidence Level:

46%

. #350 cotagle to exercise.

Women can work in this MOS/Specialty considering (issue).

Lating Literat	Perc	entage	in Peac	etime	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	
1. Strength	15.2	54.5	21.2	9.1	12.1	54.5	15.2	18.2	
2. Size	15.2	54.5	24.2	6.1	12.1	54.5	21.2	12.1	
3. Grip	18.2	57.6	15.2	9.1	18.2	54.5	21.2	6.1	
4. Coordination	21.2	60.6	9.1	9.1	18.2	60.6	6.1	15.2	
5. Arm/Leg Length	21.2	69.7	3.0	6.1	21.2	60.6	12.1	6.1	
6. Endurance	15.2	48.5	18.2	18.2	15.2	51.5	12.1	21.2	
7. Menses	12.1	39.4	39.4	9.1	12.1	30.3	39.4	18.2	
8. Pregnancy	3.0	12.1	33.3	45.5	3.0	9.1	30.3	51.5	
9. Hygiene	6.1	48.5	33.3	112.1	6.1	36.4	36.4	21.2	
lu. Profiles	6.1	63.6	24.2	6.1	6.1	54.5	30.3	9.1	
11. Emotion	21.2	57.6	21.2	None	12.1	51.5	27.3	9.1	
12. Stress	12.1	75.8	12.1	None	6.1	66.7	24.2	3.U	
13. Confidence	30.3	69.7	None	None	21.2	66.7	12.1	None	
14. Toughness	15.2	57.6	15.2	12.1	15.2	48.5	18.2	18.2	
15. Gain Respect	21.2	63.6	15.2	None	15.2	63.6	18.2	3.0	
16. Aggressiveness	27.3	63.6	6.1	3.0	21.2	54.5	21.2	3.0	
17. Mech Ability	18.2	66.7	9.1	6.1	15.2	69.7	9.1	6.1	
18. Skills	6.1	75.8	3.0	15.2	6.1	66.7	15.2	9.1	
19. Make Effort	18.2	66.7	9.1	6.1	18.2	57.6	15.2	9.1	
20. Self image	9.1	63.6	3.0	24.2	9.1	60.6	24.2	3.0	
21. Leadership	15.2	75.8	3.0	6.1	15.2	69.7	9.1	6.1	
22. Fraternization	9.1	60.6	24.2	6.1	12.1	51.5	27.3	9.1	
23. Single Parent	15.2	42.4	27.3	12.1	9.1	45.5	27.3	18.2	
24. Team Work	24.2	72.7	3.0	None	15.2	78.8	3.0	3.0	
25. Are Capable	24.2	57.6	12.1	5.1	18.2	51.5	15.2	15.2	
26. Should Allow	27.3	45.5	12.1	9.1	21.2	42.4	15.2	15.2	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.48. Summary of Questionnaire Responses, MOS 15J (Lance/HJ Opns/Fire Direction Specialist).

NUMBER	OF	RESPONDENTS	142
--------	----	-------------	-----

CONFIDENCE LEVEL 79%

AGE	RES	PONSES	YEARS		PONSES	GRADE		ONSES	EDUCATION	RESE	ONSES
(YRS)	NO.	8	SERVICE	NO.	8		NO.	%		NO.	.%
17-20	29	20.4	U-3	57	40.1	E3-E4	54	38.0	Less than HS	9	6.3
21-25	45	31.7	4-5	12	8.5	E5-E6	54	38.0	High School	79	55.6
26-30	28	19.7	6-10	32	22.5	E7-E9	34	24.0	Some College	45	31.7
31-35	20	14.1	11-15	20	14.1	W1-W4			College Grad	4	2.8
36-40	16	11.3	16-20-	17	12.0	01-02		na!	Grad School	4	2.8
41-45	4	2.8	21-25	2	1.4	03-04				1	
46+	U	.u	26+	2	1.4	05-06					
*	Ú	.0		Ú	.0	* 3					
TOTAL	142	100.0	TOTAL	142	100.0	TOTAL	142	100.0	TOTAL	142	100.0

(A)	RESPONSES				
GENDER	NO.	8			
MALES	142	100.			
MALES FEMALES	U				
	U				
TOTAL	142	100.			

RACE	RESP	ONSES
	NO.	%
WHITE	82	57.8
BLACK	50	35.2
.0	OTHE	R
TOTAL	142	100.0

TYPE	RESPONSES				
UNIT	NO.	8			
TOE	93	65.5			
TDA	47	33.			
10	7.				
TOTAL	142	100.0			

2

PERIOD IN	SUPERVISED WOMEN			RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	4	NO.	8	NO.	8	
Never	109	76.9	126	88.8	101	71.2	
1-6	9	6.3	3	2.1	13	9.2	
7-12	8	5.6	3	2.1	- 9	6.3	
13-18	-2	1.4		.7 -		4.9	
19-24	-5	3.5	2	1.4		2.1	
25-36	- 2	1.4		7	- 3	2.1	
37#	2	1.4	6	4.2	1	.7	
	5	3.5	0	.0	5	3.5	
TOTAL	142	100.0	142	100.0	142	100.0	

MARITAL	RESPONSES				
STATUS	NO.	9			
Single	53	37.3			
Married	78	55.U			
Separated	3	2.1			
Divorced	8	5.6			
Widowed	0-	U.			
	U	٠.			
TOTAL	142	100.0			

TABLE A.1.4.49. Background Summary on Questionnaire Respondents, MOS 16B (Hercules Missile Crewman).

at let we will be the first

^{*} Incomplete or missing data

Number of Respondents: 142 Co

Confidence Level: 79%

step onigete to antiquotes a

Women can work in this MOS/Specialty considering (issue).

	Percentage in Peacetime				Percentage in Wartime			
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1. Strength	41.5	28.9	15.5	14.1	24.6	16.2	33.1	23.9
2. Size	40.8	28.2	18.3	12.7	27.5	19.0	31.7	19.7
3. Grip	42.3	23.2	22.5	12.0	37.3	19.7	26.1	16.2
4. Coordination	54.9	31.7	6.3	6.3	43.0	25.4	16.9	12.7
5. Arm/Leg Length	52.8	31.7	11.3	4.2	45.1	27.5	19.0	7.0
6. Endurance	43.7	27.5	21.1	7.7	29.6	17.6	35.2	16.9
7. Menses	32.4	12.7	32.4	21.8	24.6	8.5	31.7	33.1
8. Pregnancy	15.5	6.3	26.8	50.7	7.7	6.3	19.7	65.5
9. Hygiene	34.5	18.3	30.3	16.9	26.8	13.4	34.5	23.9
lu. Profiles	42.3	25.4	20.4	10.6	33.8	20.4	23.2	21.1
11. Emotion	43.0	22.5	22.5	11.3	30.3	14.1	27.5	24.6
12. Stress	38.0 -	21.8	28.9	10.6	26.8	14.1	35.9	22.5
13. Confidence	54.2	31.0	10.6	3.5	42.3	25.4	24.6	6.3
14. Toughness	38.0	19.7	26.8	14.1	23.2	12.7	31.7	28.9
15. Gain Respect	47.9	34.5	11.3	4.2	41.5	24.6	0.7	33.8
16. Aggressiveness	45.8	31.0	15.5	7.0	33.8	25.4	26.1	13.4
17. Mech Ability	49.3	25.5	14.1	7.0	39.4	23.2	22.5	13.4
le. Skills	45.1	23.2	22.5	8.5	34.5	19.0	26.8	116.9
19. Make Effort	45.8	31.0	14.8	7.0	33.1	24.6	26.1	14.1
2U. Self Image	34.5	21.8	31.0	10.6	24.6	16.9	35.2	21.8
21. Leadership	54.9	25.4	11.3	6.3	34.5	16.2	28.9	17.6
22. Fraternization	33.1	14.8	34.5	16.2	23.9	14.1	33.8	26.8
23. Single Parent	38.0	22.5	19.7	17.6	26.1	16.9	26.1	28.9
24. Team Work	53.5	36.6	4.9	4.2	45.8	28.9	14.1	9.9
25. Are Capable	40.1	29.6	16.2	12.7	30.3	19.7	28.2	21.1
26. Should Allow	35.9	31.7	13.4	18.3	25.4	21.1	22.5	29.6

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.50. Summary of Questionnaire Responses, MOS 168 (Hercules Missile Crewmen).

Sab-J-A

The state of the same

AGE		PONSES	YEARS	RESI	PONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	8	SERVICE	NO.	8		NO.	%		NO.	%
17-20	17	20.2	U-3	36	42.7	E3-E4	40	47.6	Less than HS	6	7.1
21-25	34	40.5	4-5	14	16.7	E5-E6	42	50.0	High School	54	64.3
26-30	18	21.4	6-10	14	16.7	E7-E9	2	2.4	Some College	21	25.0
31-35	10	11.9	11-15	14	16.7	W1-W4	and /	100	College Grad	2	2.4
36-40	3	3.6	16-20	4	4.8	01-02	- 10 M		Grad School	1	1.2
41-45	1	1.2	21-25	U	None	03-04	-	and the second		U	
46+	C	None	26+	1	1.2	05-06					
*	1	1.2	*	1	1.2	*	U	None			
TOTAL	84	100.0	TOTAL	84	100.0	TOTAL	84	100.0	TOTAL	84	100.0

	RESPONSES				
GENUER	NO.	4			
MALES	83	98.			
FEMALES	U	98.			
-	1	1.			
TOTAL	84	100.0			

RACE	RESP	ONSES
	NO.	%
WHITE	59	70.2
BLACK	23	27.4
OTHER	2	2.4
	0	None
TOTAL	84	100.0

TYPE	RESPONSES				
UNIT	NO.	6			
TOE	62	73.8			
TDA	21	25.0			
		1.2			
TOTAL	84	100.0			

PERIOD IN	SUPERVISED WOMEN		THE RESERVE OF THE PERSON NAMED IN	RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	1 %	NO.	8	NO.	8	
Never	59	70.2	72	85.6	57	67.7	
1-6	8	9.5	3	3.6	10	11.9	
7-12	2	2.4	2	2.4	4	4.8	
13-18	3	3.6		1.2	4	4.8	
19-24	2	2.4		1.2	1	1.2	
25-36	4	4.8	0	None	2	2.4	
3/+	U	None	U	None	1	1.2	
	- 6	7.1	5	6.0	5	6.0	
TOTAL	84	100.0	84	100.0	84	100.0	

MARITAL	RESPONSES				
STATUS	NO.	18			
Single	22	26.2			
Married	55	65.4			
Separated	2	2.4			
Ulvorced	5	6.0			
W1 dowed	U_	None			
	U	None			
TOTAL	84	100.0			

TABLE A.1.4.51. Background Summary on Questionnaire Respondents, MOS/Specialty 16C (Hawk Missile Crewman).

Miles of methods

^{*} Incomplete or missing data

Confidence Level: 67%

after columns as oral sample.

distile transant.

Women can work in this MOS/Specialty considering (issue).

To the barry to	Percentage in Peacetime				Perc	centage	in Wart	time
Issue	Strongly Agree	Agree	Dis- Agree	Strong y Di sagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1. Strength	51.2	35.7	9.5	3.6	36.9	22.6	21.4	21.9
2. Size	51.2	36.9	8.3	3.6	35.7	25.0	25.0	7.1
3. Grip	47.6	38.1	111.9	2.4	38.1	29.8	15.5	9.5
4. Coordination	45.2	44.0	8.3	2.4	40.5	33.3	10.7	8.3
5. Arm/Leg Length	52.4	42.9	3.6	1.2	41.7	33.3	111.9	6.0
6. Endurance	44.9	36.9	10.7	8.3	31.0	21.4	23.8	16.7
7. Menses	32.1	26.2	31.0	10.7	27.4	15.5	23.8	26.2
8.Pregancy	19.0	16.7	25.0	39.3	10.7	7.1	21.4	53.6
9. Hygiene	45.2	26.2	16.7	10.7	33.3	16.3	26.2	15.5
lu. Profiles	46.4	32.1	16.7	4.8	35.7	23.8	20.2	11.9
1. Emotion	41.7	29.8	115.5	13.1	31.0	17.9	26.2	17.9
2. Stress	39.3	31.0	19.0	10.7	29.8	17.9	26.2	19.0
3. Confidence	52.4	38.1	7.1	1.2	39.3	25.0	20.2	7-1
14. Toughness	41.7	33.3	14.3	8.3	24.8	19-0	23.8	19.0
5. Gain Respect	46.4	45.2	7.1	1.2	39.3	31.0	13.1	8.3
6. Aggressiveness	48.8	38.1	10.7	2.4	38.1	29.8	16.7	8.3
7. Mech Ability	50.0	31.0	15.5	2.4	36.9	23.8	22.6	8.3
8. Skills	45.2	36.9	14.3	3.6	35.7	28.6	19.0	9.5
9. Make Effort	53.6	39.3	3.6	3.6	41.7	29.8	10.7	10.7
20. Self Image	36.9	33.3	21.4	8.3	32-1	22.6	23.8	14.3
1. Leadership	38.1	35.7	20.2	6.0	25.0	21.4	29.8	16.7
2. Fraternization	31.0	23.8	28.6	16.7	23.6	19.0	29.8	21.4
3. Single Parent	40.5	26.2	23.8	8.3	27.4	19.0	22.6	23.8
4. Team Work	57.1	35.7	4.8	2.4	44.0	25.0	15.5	8.3
5. Are Capable	47.6	36.9	10.7	3.6	32.1	26.2	23.8	9.5
6. Should Allow	35.7	41.7	8.3	13.1	26.2	31.0	Name and Address of the Owner, where	16.7

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.52. Summary of Questionnaire Responses, MOS 16C (HAWK Missile Crewman).

TARLE A. . A. So. Mackground Suemery on Considerate Respondence, ago 150 | sea

CONFIDENCE LEVEL 94%

AGE (YRS)	RESP NO.	ONSES	YEARS SERVICE	RES	PONSES	GRADE	RESE NO.	ONSES	EDUCATION		ONSES
17-20 21-25 26-30 31-35 36-40	64 124 74 26 14	20.8 40.3 24.0 8.5 4.5	U-3 4-5 6-10 11-15 16-20	142 50 63 22	46.4 16.2 20.4	E3-E4 E5-E6 E7-E9 W1-W4 O1-O2	152 144 12	49.4	Less than HS High School Some College College Grad Grad School	NO. 21 197 81 2 6	6.8
41-45 46+ TOTAL	3 1 2 308	1.0	21-25 26+ *	5 6 8	1.9	U3-U4 05-06 *	308	100.0	Incomplete	308	100.0

	RESPONSES					
GENDER	NO.	*				
MALES	301	97.				
FEMALES		A				
	6	1.				
TOTAL	308	100.0				

RACE	RESP	ONSES		
	NO.	8		
WHITE	170	55.2		
BLACK	103	33.4		
OTHER	35	11.4		
	U	None		
TOTAL	308	100.0		

TYPE	RESP	ONSES		
UNIT	NO.	8		
TOE	260	84.4		
TDA	36	11.7		
	12	3.9		
TOTAL	308	100.0		

PERIOD IN	DESCRIPTION OF THE PROPERTY OF	RVISED		RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	8	NO.	8	NO.	8	
Never	245	79.5	254	82.4	270	87.7	
1-6	15	4.9	24	7.8		3.6	
7-12	14	4.5	7.	2.3	11	3.6	
13-18	7	2.2	3	1.0	2	.6	
19-24	6	2.0	9	2.9	3	1.0	
23-30	8	2.0	1	.4	1	.3	
377	5	1.7	U	.0	1	SEC. 3.300	
1,00.949.1	8	2.6	10	3.2	9	2.9	
TOTAL	308	100.0	308	100.0	308	100.0	

MARITAL	RESPONSES					
STATUS	NO.	8				
Single	115	- 37.3				
Married	180	58.5				
Separated	5	1.6				
Ulvorced-	-8	2.6				
Widowed	0	.0				
p is resignative.	0	0				
TOTAL	308	100.0				

TABLE A.1.4.53. Background Summary on Questionnaire Respondents, MOS 16D (HAWK Missile Crewman).

^{*} Incomplete or missing data

Confidence Level: 94%

plas pelette vo statuscodi.

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1. Strength	45.8	26.9	15.6	10.1	33.1	21.4	20.5	19.2
2. Size	48.1	26.9	13.0	10.4	37.0	22.7	20.1	14.3
3. Grip	45.1	25.6	20.1	7.1	38.3	23.1	21.1	10.7
4. Coordination	50.0	30.2	12.0	5.8	39.9	26.6	18.5	8.4
5. Arm/Leg Length	51.3	28.2	12.7	5.2	43.5	24.7	17.5	8.1
6. Endurance	44.8	25.0	18.8	8.8	34.1	21.1	20.5	16.9
7. Menses	27.3	20.1	32.1	16.2	18.8	16.2	29.9	26.6
8. Pregnancy	9.1	10.1	30.8	46.1	6.5	8.1	25.3	53.9
9. Hygiene	34.1	24.4	24.4	13.3	25.6	20.8	23.7	22.4
lu. Profiles	39.9	27.3	19.8	9.4	35.1	24.0	18.8	14.6
11. Emotion	43.5	29.2	14.9	9.4	30.5	21.1	23.7	17.2
12. Stress	41.6	24.4	19.5	11.7	31.5	18.8	22.7	20.1
13. Confidence	52.6	31.8	7.8	4.9	42.9	26.3	14.3	9.7
14. Toughness	41.2	23.1	23.4	9.7	30.5	19.2	25.0	18.2
15. Gain Respect	50.3	35.4	7.5	3.9	41.2	30.2	12.3	9.1
16. Aggressiveness	48.1	30.2	14.3	4.9	40.9	23.1	16.6	12.7
17. Mech Ability	48.1	27.9	15.3	5.5	40.9	24.4	17.2	10.1
18. Skills	44.8	30.8	14.9	6.2	36.7	24.7	19.8	11.0
19. Make Effort	44.2	32.1	13.0	7.5	37.0	24.7	18.5	12.3
2u. Self Image	36.0	24.4	26.9	9.1	29.5	20.1	28.2	15.3
21. Leadership	43.8	35.7	11.7	6.2	30.5	28.2	20.8	13.3
22. Fraternization	29.5	24.4	25.3	17.9	24.0	20.5	23.1	25.0
23. Single Parent	38.6	23.4	22.7	12.7	24.4	20.5	24.0	23.4
24. Team Work	47.1	35.7	8.1	5.5	38.6	32.5	10.4	11.4
25. Are Capable	42.2	31.8	13.0	11.0	31.8	26.6	16.2	18.5
26. Should Allow	34.7	33.8	9.1	19.5	27.3	26.6	13.3	25.3

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.54. Summary of Questionnaire Responses, MOS 160 (HAWK Missile Crewman).

TABLE A. 1.4.55. Buckground Sanddry on Questionaline Respondents, INE 16E ; SANK

NUMBER OF RESPONDENTS 211 CONFIDENCE LEVEL 89%

AGE	RESP	ONSES	YEARS	RESI	PONSES	GRADE	RESP	ONSES	EDUCATION	RESI	PONSES
(YRS)	NO.	*	SERVICE	NO.	8		NO.	%		NO.	8
17-20	26	12.3	U-3	80	37.9	E3-E4	111	52.6	Less than HS	4	1.9
21-25	68	32.2	4-5	42	19.9	E5-E6	100	47.4	High School	123	58.2
26-30	12	34.2	6-10	69	32.8	E7-E9	U	.0	Some College	77	36.5
31-35	30	14.2	11-15	8	3.8	W1-W4			College Grad	5	2.4
36-40	8	3.8	16-20	6	2.8	01-02		- 0	Grad School	g	. 5
41-45	1	.5	21-25	U	.u	U3-U4			Incomplete	1	
46+	C	.u	26+	3	1.4	05-06					
•	6	2.8	*	3	1.4	****					
TOTAL	211	100.0	TOTAL	211	100.0	TOTAL	211	100.0	TOTAL	211	100.0

	RESPONSES				
GENDER	NO.	8			
MALES	205	97.2			
FEMALES	2				
	4	1.9			
TOTAL	211	100.			

RACE	RESPONSES					
	NO.	8				
WHITE	141	66.8				
BLACK	53	25.1				
OTHER	16	7.6				
	4	•				
TOTAL	211	100.0				

TYPE	RESPONSES					
UNIT	NO.	8				
TOE	165	78.2				
TDA	40	19.0				
	6	2.8				
TOTAL	211	100.0				

PERIOD IN		RVISED MEN		RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	1 %	NO.	8	NO.	-%	
Never	158	75.0	176	83.4	174	82.4	
1-6	10	4.7	12	5.7	16	7.6	
7-12	11	5.2	7	3.3	5	2.4	
13-18	2.364	1.9		2.4	5	2.4	
19-24	10	4./	5	2.4	0	.0	
25-36	11	5.2	2	.9	4-	1.9	
37+		1.9	11.5	5	1	.5	
	3	1.4	3	1.4	.	2.8	
TOTAL	211	100.0	211	100.0	211	100.0	

MARITAL	RESPONSES					
STATUS	NO.	8				
Single	56	26.5				
Married	138	65.5				
Separated	3	1.4				
Divorced	-14	6.6				
Widowed -	-0	.0				
	0	.0				
TOTAL	211	100.0				

TABLE A.1.4.55. Background Summary on Questionnaire Respondents, MOS 16E (HAWK Fire Control Crewman).

^{*} Incomplete or missing data

Confidence Level: 8

Lineson Francisco de la caracteria de la como de la caracteria de la carac

NEW STRUCKUSSES NO STREET

89%

LATER

sing getrern wa mistermoon! *

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Perc	entage	in Wart	ime
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1. Strength	40.8	23.2	20.9	15.2	32.2	18.0	15.6	31.8
2. Size	45.0	22.7	20.4	11.8	35.5	20.4	19.0	22.3
3. Grip	52.1	22.7	16.1	8.1	49.3	20.4	12.8	14.2
4. Coordination	59.7	24.2	10.9	4.7	53.6	20.9	10.4	12.8
5. Arm/Leg Length	57.3	24.6	10.0	6.6	53.6	21.8	10.0	12.3
6. Endurance	43.1	19.9	23.2	12.8	32.2	14.7	24.2	26.5
7. Menses	32.2	13.7	33.2	19.0	25.1	12.3	28.9	30.8
8. Pregnancy	10.0	7.1	28.4	54.0	6.6	3.8	22.7	64.5
9. Hygiene	39.8	14.2	27.0	17.5	28.9	13.7	23.2	30.8
lu. Profiles	47.4	26.5	15.2	9.5	41.7	25.1	15.2	14.7
11. Emotion	55.5	19.4	14.7	9.5	40.8	15.2	22.3	19.0
12. Stress	48.3	19.4	21.8	9.5	34.6	14.7	28.4	19.4
13. Confidence	58.8	29.4	7.6	3.3	51.7	24.2	12.3	9.0
14. Toughness	41.2	20.4	26.1	11.4	30.8	15.2	27.0	24.6
15. Gain Respect	56.9	27.5	8.1	6.6	51.7	22.7	11.8	11.4
16. Aggressiveness	55.5	20.9	16.6	6.2	43.6	16.6	22.3	14.7
17. Mech Ability	54.5	24.2	15.2	5.2	47.3	22.3	15.2	12.3
le. Skills	53.6	22.3	16.1	7.6	45.0	19.4	18.0	15.2
19. Make Effort	53.6	25.6	12.3	8.1	49.8	18.0	17.1	12.8
2u. Self Image	44.5	18.0	25.6	10.4	37.9	14.7	27.0	17.5
21. Leadership	53.1	20.9	19.4	6.2	42.7	17.1	22.3	15.6
22. Fraternization	32.2	18.0	30.3	18.5	24.2	13.3	30.3	29.4
23. Single Parent	44.1	19.4	21.8	13.7	33.6	14.2	21.8	27.5
24. Team Work	62.1	25.6	7.1	4.7	50.7	23.7	11.8	10.9
25. Are Capable	39.8	27.5	17.5	14.7	28.4	20.4	23.2	24.6
26. Should Allow	39.3	27.5	10.5	21.3	27.5	23.2	11.8	34.6

NUTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.56. Summary of Questionnaire Responses, MOS 16E (HAWK Fire Control Creuman).

TABLE ALLA, GZ. Background Summery on Sugerigingine Respondence, Mai tel

(AD Short Ronge Hissile Lawrench.

The second section of the

CONFIDENCE LEVEL 92%

AGE (YRS)	RESP NO.	ONSES	YEARS SERVICE	RES.	PONSES	GRADE	RES	ONSES	EDUCATION	RES	ONSE
17-20	75	26.0	U-3	159	55.	E3-EA	177	61.6	Loce than He	25	
21-25	132	45.8	4-5	52	18.1	F5-F6	111	38.	High School	176	61-
26-30	55	19.3	6-10	42	14.6	E7-E9	U		Some College	77	26.
31-35	20	6.9	11-15	16	5.6	W1-W4			College Grad	- 6	2
36-40	3	1.0	16-20	Q	3.1	01-02			Grad School	_ 3	1
41-45	1		21-25	100	1.0	03-04			*	1	
40+	U	.0	26+	184	1.4	05-06	200				
*	2	egios de el enc	in Capacity Manufacture 1994	3	1.0	*	Towns of	Total Section (1)			
TOTAL	288	100.0	TOTAL	288	100.0	TOTAL	288	100.0	TOTAL	268	100.

	RESPONSES					
GENDER	NO.	9				
MALES	287	99.	7			
FEMALES	U	100	0			
			3			
TOTAL	288	100.	6			

RACE	RESPONSES					
0.00	NO.	9				
WHITE	165	57.				
BLACK	97	33.				
OTHER	25	8.				
TOTAL	288	100				

TYPE	DECD	ONSES
UNIT	NO.	q
TOF	240	83.3
TDA	27	9
*	21	1.3
TOTAL	288	100.0

PERIOD IN		RVISED	Commence of the Commence of th	RDINATE	CO-WORKER WITH		
MONTHS	NO.	9	NO.	. %	NO.	9	
Never	224	77.8	225	78.1	241	83.7	
1-6	12	4.2	23	8.0	13	4.5	
7-12	24	8.3	22	7.7	14	. 4.8	
13-18	2	.7		.3	_ 2		
19-24	9	3.1	8	2.8	-5	1.8	
25-36	1	2.4	5	1.8	4	1.4	
3/+	8	2.8	3	1.0	7	2.4	
	2	.7	1	.3	2	.7	
TOTAL	288	100.0	288	100.0	288	100.0	

WARTA	RESPONSES						
MARITAL STATUS	NO.	9					
Single	119	41.3					
Married	157	54.5					
Separated	6	2.					
Divorced	6						
Widowed	Ú	0					
* ***********************************	U						
TOTAL	288	100.0					

TABLE A.1.4.57. Background Summary on Questionnaire Respondents, MOS 16P (AD Short Range Missile Crewman).

^{*} Incomplete or missing data

Number of Respondents: 288 Confidence Level: 92%

Women can work in this MOS/Specialty considering (issue).

6. \$4. LPA L. A. Euros	Perce	entage i	n Peace	time	Percentage in Wartime			
Issue	Strongly Agree	Agree	Di s- Agree	Strongly Di sagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1. Strength	32.6	33.0	25.3	8.7	19.4	22.6	31.9	25.3
2. Size	33.0	36.1	23.3	7.3	25.3	27.1	28.1	18.1
3. Grip	33.7	36.1	22.6	7.6	30.2	32.6	21.9	14.2
4. Coordination	38.2	41.7	12.8	8.6	32.6	33.0	20.5	12.8
5. Arm/Leg Length	38.9	40.3	14.6	5.6	33.3	36.8	17.4	10.8
6. Endurance	33.0	29.9	26.4	10.1	22.6	21.5	33.0	21.2
7. Menses	24.3	21.2	35.8	17.4	16.7	14.9	34.4	31.6
8. Pregnancy	7.3	8.0	34.7	49.0	3.8	3.5	27.8	64.6
9. Hygiene	28.8	22.6	31.9	15.6	21.9	18.4	31.6	57.6
U. Profiles	33.0	32.3	22.9	11.1	28.5	27.1	25.3	17.4
1. Emotion	33.7	35.8	21.2	8.7	25.3	22.6	30.6	19.8
2. Stress	35.4	27.8	27.4	8.7	22.6	21.2	35.8	19.8
3. Confidence	45.5	41.0	9.0	4.5	36.5	33.0	18.4	10.4
4. Toughness	29.2	29.9	30.6	9.0	18.4	18.8	38.2	23.3
5. Gain Respect	40.6	43.1	9.7	6.3	33.0	36.5	18.8	10.8
6. Aggressiveness	38.2	35.4	18.8	6.3	27.8	28.8	26.7	14.9
7. Mech Ability	32.6	41.0	19.4	6.6	29.2	33.3	23.3	12.5
8. Skills	29.5	36.5	25.3	7.6	25.0	28.5	27.1	17.4
9. Make Effort	38.2	38.9	13.9	8.3	30.6	30.9	22.2	15.3
20. Self Image	24.7	30.9	33.3	9.7	19.1	23.6	36.1	18.8
21. Leadership	37.2	37.2	16.0	9.0	26.0	27.8	26.4	18.8
2. Fraternization	22.6	23.6	33.3	18.4	17.4	21.2	30.9	27.8
23. Single Parent	31.3	33.3	22.6	12.8	23.3	25.0	26.0	24.7
24. Team Work	43.4	44.4	6.9	5.2	37.8	34.7	15.6	10.8
25. Are Capable	32.6	33.0	21.5	12.8	22.9	21.5	29.5	24.7
26. Should Allow	32.3	31.6	18.8	16.3	22.2	20.5	27.1	29.2

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.58. Summary of Questionnaire Responses, MOS 16P (AD Short Range Missile Crewman).

MANAGE INA

so so mercane no ate import ?

CONFIDENCE LEVEL 88%

AGE	RESP	ONSES	YEARS	RESE	PONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	8	SERVICE	NO.	3	* (E.S. 7 S. 78)	NO.	4	20 10 2 2 2 2 3 2	NO.	9
17-20	62	27.0	U-3	119	51.7	E3-E4	121	52.6	Less than HS	21	9.1
21-25	91	39.5	4-5	48	20.9	F5-F6	97	42.2	High School	149	64.9
26-30	36	15.6	6-10	31	13.5	E7-E9	12	5.2	Some College	55	23.9
31-35	23	10.0	11-15	12	5.2	W1-W4			College Grad	1	
36-40	13	5.7	16-2U	15	6.5	01-02	18.		Grad School	3	1.3
41-45	3	1.3	21-25	2	.9	U3-U4			Incomplete	1	8
46+	c	0.0	26+	1	.4	05-06					
	2	.9		2	.9	*					
TOTAL	230	100.0	TOTAL	230	100.0	TOTAL	530	100.0	TOTAL	330	100-0

	RESPONSES					
GENDER	NO.	2				
MALES	227	98.				
MALES FEMALES	1					
	2	•				
TOTAL	230	100-0				

RACE	RESPONSES					
	NO.	4				
WHITE	142	61.7				
BLACK	72	31.3				
OTHER	16	7.0				
*	0	None				
TOTAL	230	100.0				

TYPE	RESP	ONSES
UNIT	NO.	2
TOE	195	84.8
TDA	28	12.2
*	7	3.0
TOTAL	230	100.0

PERIOD IN	Military Colonial Col	RVISED MEN	TO SE THE RESIDENT	RDINATE	CO-WORKER WIT		
MONTHS	NO.	1	NO.	2	NO.	2	
Never	190	82.6	190	82.6	205	89.1	
1-6	17	7.4	20	8.7	7-4	3.1	
7-12	11	4.8		3.5	6	2.6	
13-18			3 1.3		5	2.2	
19-24	1	.4		.4	3	1.3	
25-36 -	- 3	1.3	- 2	9	1 1		
37+	2	.9		.4		3.4	
	5		5	2.2	2	.9	
TOTAL	230	100.0	230	100.0	230	100.0	

MARITAL	RESPONSES					
STATUS	NO.	9				
Single	86	37.4				
Married	125	54.4				
Separated	9	3.9				
Diverced	9	3.9				
Wi dowed	U	.0				
•	1	.4				
TOTAL	220	100.0				

TABLE A.1.4.59. Background Summary on Questionnaire Respondents, MOS 16R (AD Short Range Gunnery Crewman).

^{*} Incomplete or missing data

230

Confidence Level:

88%

at an application to and importal. *

Women can work in this MOS/Specialty considering (issue).

	Percei	ntage in	Peace	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	
1. Strength	26.1	38.7	20.9	13.5	19.6	28.7	25.7	25.7	
2. 51 ze	30.0	40.9	18.3	10.0	23.9	36.5	22.6	16.1	
3. Grip	27.8	40.8	22.2	8.7	27.0	35.7	23.9	12.2	
4. Coordination	37.4	40.0	12.6	9.1	33.0	37.8	16.5	11.7	
5. Arm/Leg Length	36.5	43.0	13.5	6.1	33.9	37.8	19.6	8.3	
6. Endurance	29.1	39.1	22.6	8.7	24.8	27.8	29.6	17.0	
7. Menses	14.8	24.3	38.3	21.3	12.6	16.1	37.0	33.0	
8. Pregnancy	10.0	9.1	30.0	50.4	7.0	8.7	19.1	64.3	
9. Hygiene	27.0	20.9	32.2	18.3	19.1	17.4	35.7	27.4	
10. Profiles	32.6	36.5	17.4	13.0	29.1	34.3	18.7	117-0	
11. Emotion	37.0	37.4	16.1	9.1	25.2	22.2	34.8	17-0	
12. Stress	36.5	29.6	25.7	7.8	24.8	17.0	35.7	21.7	
13. Confidence	39.6	42.6	13.0	3.9	34.8	36.1	18.7	9.1	
14. Toughness	25.7	36.1	23.9	13.0	19.6	27.8	30.9	20.0	
15. Gain Respect	39.6	43.5	8.7	7.0	35.2	37.4	18.7	7.4	
16. Aggressiveness	40.4	38.3	12.6	7.8	31.3	30.4	23.5	14.3	
17. Mech Ability	33.0	33.9	23.9	8.3	28.3	29.1	29.6	12.6	
18. Skills	31.3	29.1	31.3	7.8	24.8	22.6	35.7	16.1	
19. Make Effort	37.0	38.7	17.0	7.0	33.9	30.0	23.9	11.3	
20. Self Image	26.5	22.2	39.6	10.9	23.5	16.5	41.3	117.4	
21. Leadership	37.0	30.4	23.0	9.1	30.0	19.6	33.5	16.1	
22. Fraterilization	26.1	28.7	25.7	19.1	22.2	25.7	25.7	25.7	
23. Single Parent	30.4	20.0	30.0	18.7	22.6	15.2	24.3	36.5	
24. Team Work	43.9	40.9	10.9	3.5	37.4	37.4	17.0	7.8	
25. Are Capable	31.7	30.4	22.6	14.3	24.8	21.3	31.7	21.3	
26. Should Allow	30.0	22.6	22.2	24.3	24.8	14.8	24.8	34.3	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.60. Summary of Questionnaire Responses, MOS 16R (AD Short Range Gunman Crewman).

TABLE 4.1.4.61, Secapropre Summary to Descriptorate Respondents, 805 17K

Sank-Lea

CONFIDENCE LEVEL 88%

AGE	RESP	ONSES	YEARS	RESP	ONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	8	SERVICE	NO.	8		NO.	8		NO.	8
17-20	45	20.8	0-3	112	51.8	E3-E4	125	57.9	Less than HS	10	4.6
21-25	104	48.2	4-5	39	18.1	E5-E6	88	40.7	High School	137	63.5
26-3U	38	17.6	6-10	. 40	18.5	E7-E9	3	1.4	Some College	61	28.2
31-35	16	7.4	11-15	10	4.6	W1-W4			College Grad	7	3.2
36-40	6	2.8	16-20	7	3.2	01-02			Grad School	0	None
41-45	0	None	21-25	1	.5	03-04			Incomplete		.5
46+	Ū	None	26+	4	1.9						
*	7	3.2	1	3	1.4	*	0	None			4
TOTAL	216	00.0	TOTAL	216	100.0	TOTAL	216	00.0	TOTAL	216	00.0

	RESPONSES					
	NO.	3				
MALES	215	99.5				
FEMALES	1	None				
MALES	0	None				
TOTAL	216	100.0				

RACE	RESP	ONSES
		8
WHITE	103	47.7
BLACK	70	32.4
OTHER	43	19.9
*	0	None
TOTAL	216	100.0

TYPE	RESP	ONSES
UNIT	NO.	8
TOE	166	76.8
TDA	33	15.3
	17	7.9
TOTAL	216	100.0

PERIOD IN		RVISED MEN		RDINATE HOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	8	NO.	8	NO.		
Never	156	72.1	167	77.3	179	82.9	
1-6	29	13.4	15	6.9	13	6.0	
7-12	21	9.7	13	6.0	10	4.6	
13-18	- 1	.5	3	1.4	3	1.4	
19-24	4	1.9	10	4.6	5	2.3	
25-36	_ 4	1.9	4	1.9	4	1.9	
_3/+		.5	4	1.9	7	.9	
	UN		U	None	0	None	
TOTAL	216	100.0	216	100.0	216	100.0	

MARITAL	RESPONSES					
STATUS	NO.	18				
Single	83	38.4				
Married.	120	55.6				
Separated	1 2	.9				
DIVOTCEO	9	4.2				
W1 dowed	U	None				
and the same over	7	9				
TOTAL	216	100.0				

TABLE A.1.4.61. Background Summary on Questionnaire Respondents, MOS 17K (Ground Surveillance Radar Cremman).

^{*} Incomplete or missing data

Number of Respondents: 216 Confidence Level: 88%

Women can work in this MOS/Specialty considering (issue).

	Perce	entage i	n Peace	time	Percentage in Wartime					
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree		
1. Strength	50.0	24.5	19.0	6.5	31.0	14.4	34.7	19.4		
2. Size	47.7	25.9	20.4	6.0	37.5	19.9	26.4	16.2		
3. Grip	52.8	27.3	15.7	4.2	44.0	24.5	20.4	11.1		
4. Coordination	53.2	27.3	15.3	2.8	45.4	19.4	22.7	11.6		
5. Arm/Leg Length	49.1	29.6	17.6	3.2	43.5	25.9	20.8	8.8		
6. Endurance	48.6	19.4	25.0	6.9	35.6	14.4	31.9	17.6		
7. Menses	30.6	18.1	32.4	18.1	20.8	13.4	34.7	29.2		
8. Pregnancy	10.6	7.4	34.7	47.2	6.5	5.1	27.3	61.1		
9. Hygiene	31.0	19.0	35.6	13.9	26.9	13.0	32.9	26.9		
lu. Profiles	43.1	23.6	23.1	9.3	35.2	19.0	31.0	13.9		
11. Emotion	45.4	25.9	19.9	8.8	29.6	14.8	31.0	24.5		
12. Stress	43.5	20.4	30.1	5.6	25.0	12.0	40.3	22.2		
13. Confidence	57.4	29.6	10.2	2.8	41.2	21.8	30.1	6.9		
14. Toughness	42.1	22.2	27.8	7.9	29.6	12.5	30.6	26.9		
15. Gain Respect	48.6	32.4	13.4	5.1	41.7	24.5	20.8	12.5		
16. Aggressiveness	48.6	28.2	18.1	4.2	38.4	19.0	27.8	13.9		
17. Mech Ability	44.4	28.2	20.8	5.6	42.6	22.7	21.9	11.6		
18. Skills	45.4	28.7	19.4	6.5	36.6	22.2	28.7	12.0		
19. Make Effort	50.0	33.8	13.4	2.3	37.0	24.1	25.0	12.5		
20. Self Image	36.1	22.7	32.4	7.9	29.6	18.1	32.9	18.1		
21. Leadership	46.8	26.9	20.4	5.6	28.7	19.0	34.7	17.1		
22. Fraternization	29.6	19.0	32.9	18.1	21.3	17.1	35.2	25.0		
23. Single Parent	44.0	21.8	20.4	13.4	29.2	14.8	29.2	25.9		
24. Team Work	53.7	31.5	10.2	3.7	41.2	27.8	19.4	9.7		
25. Are Capable	47.7	30.1	16.2	5.6	31.5	19.9	29.6	18.5		
26. Should Allow	35.6	31.5	16.2	16.7	25.5	20.4	24.5	29.2		

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.62. Summary of Questionnaire Responses, MOS 17K (Ground Surveillance Radar Creuman).

* Incomplete me wistempon! *

CONFIDENCE LEVEL 90%

AGE	RESP	ONSES	YEARS	RESE	ONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	8	SERVICE	NO.	8		NO.	8		NO.	3
17-20	55	21.3	U-3	133	51.6	E3-E4	140	54.3	Less than HS	14	5.4
21-25	128	49.6	4-5	51	19.8	E5-E6	113	43.8	High School	172	66.7
26-30	51	19.8	6-10	50	19.3	E7-E9	5	1.9	Some College	65	25.1
31-35	13	5.0	11-15	11	4.2	W1-W4	10 10		College Grad	2	.8
36-40	6	2.3	16-20	7	2.7	01-02			Grad School	3	1.2
41-45	2	.8	21-25	0	.03	03-04			Incomplete	2	.8
46+	Q	.0	26+	3	1.2	05-06					
	3	1.2		3	1.2	*					
TOTAL	258	100.0	TOTAL	258	100.0	TOTAL	258	100.0	TOTAL	258	100.0

	RESPONSES				
GENDER	NO.	2			
MALES	225	87.			
FEMALES	29	11.			
	4	1.0			
TOTAL	259	100.0			

RACE	RESPONSES				
	NO.	%			
WHITE	134	51.9			
BLACK	100	38.9			
OTHER	24	9.2			
* *	0	None			
TOTAL	258	100.0			

TYPE	RESPONSES NO. 1%				
	0.5				
TOE	237	91.9			
TDA	8	3.1			
	13	5.0			
TOTAL	258	100.0			

PERIOD IN	NOT THE RESERVE OF THE PARTY OF	SUPERVISED		RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	2	NO.	2	NO.	8	
Never	117	45.3	147	57.0	45	17.4	
1-6	39	15.1	47	18.2	39	15.1	
7-12	34	13.3	- 29	11.2	59	22.9	
13-18	15	5.8	10-	3.8	27	10.5	
19-24	17	6.6	4	-1.6	29	11.3	
25-36	13	5.0	6	2.3	40	15.5	
37+	15	5.8	3	1.2	14	5.4	
	8	3.1	12	4.7	5	1.9	
TOTAL	258	100.0	258	100.0	258	100.0	

MARITAL	RESP	ONSES
STATUS	NO.	2
Single	105	40.7
Married	133	51.6
Separated	7	2.7
Divorced	7	2.7
Widowed		.4
	5	1.9
TOTAL	258	100.0

TABLE A.1.4.63. Background Summary on Questionnaire Respondents, MOS 31M (Multichannel Communication Equipment Operator).

^{*} Incomplete or missing data

Number of Respondents: 258 Confidence Level: 90%

Women can work in this MOS/Specialty considering (issue).

LANTED LEON	Perce	entage i	n Peace	time	Perc	entage	in Wart	ime
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1. Strength	41.5	27.5	22.1	8.5	26.0	16.7	28.3	26.4
2. Size	37.6	27.5	25.2	9.3	26.4	21.3	26.0	24.0
3. Grip	44.6	25.6	20.5	8.1	36.8	22.5	18.6	19.0
4. Coordination	46.5	28.7	18.2	5.8	38.0	24.0	17.8	17.8
5. Arm/Leg Length	41.9	28.7	22.1	6.2	37.2	23.3	21.7	14.7
6. Endurance	37.6	23.3	26.7	12.0	25.6	14.3	27.9	30.2
7. Menses	22.9	19.4	39.5	15.9	15.1	15.1	32.6	33.7
8. Pregnancy	12.0	7.4	31.8	48.1	6.2	4.7	24.0	63.2
9. Hygiene	31.8	14.7	34.1	17.8	20.9	10.5	30.6	34.5
10. Profiles	40.3	25.6	20.2	13.2	31.0	19.4	26.0	20.2
11. Emotion	41.5	23.6	23.3	10.1	22.5	16.7	29.1	28.3
12. Stress	36.4	21.3	29.5	12.0	21.3	16.3	31.4	28.7
13. Confidence	51.2	32.2	10.5	5.8	36.0	22.1	26.0	14.0
14. Toughness	32.9	21.3	27.9	16.7	22.5	12.4	29.8	32.6
15. Gain Respect	53.5	31.8	10.1	3.9	43.4	23.3	17.1	12.8
16. Aggressiveness	42.2	22.9	25.2	9.3	29.1	17.8	29.8	20.5
17. Mech Ability	44.6	23.6	20.9	10.5	34.9	18.6	23.3	20.5
18. Skills	47.7	32.6	13.2	5.8	34.1	25.6	22.5	14.7
19. Make Effort	38.4	26.7	20.9	12.4	25.6	20.5	24.8	25.6
20. Self Image	36.4	19.4	30.6	12.4	25.6	14.3	30.2	27.5
21. Leadership	43.0	24.8	21.7	9.7	30.2	14.7	24.0	27.9
22. Fraternization	30.6	17.1	31.4	19.0	20.5	14.0	34.9	27.1
23. Single Parent	35.3	25.2	22.5	15.1	22.1	13.2	29.1	31.0
24. leam Work	51.9	32.6	6.6	8.1	44.2	23.6	17.1	12.0
25. Are Capable	42.2	31.0	15.5	9.7	29.5	16.7	30.2	20.5
26. Should Allow	39.1	26.7	16.3	16.7	23.3	15.1	27.1	31.4

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.64. Summary of Questionnaire Responses, MOS 31M (Multichannel Communication Equip Opr).

NUMBER OF RESPONDENTS 338 CONFIDENCE LEVEL 94%

AGE	RESP	ONSES	YEARS	RESE	ONSES	GRADE	DESD	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	9	SERVICE	NO.	9		NO.	9	S. 747 - 1177 - 1177	NO.	%
17-20	86	25.4	0-3	214	63.3	E3-F4	243	71.9	less than HS	27	8.0
21-25	176	52.1	4-5	56	16.6	E5-E6	94	27.8	High School	219	64.8
26-30	44	13.0	6-10	33	9.7	E7-E9	1	.3	Some College	82	24.2
31-35	17	5.0	11-15	19	5.6	W1-W4			College Grad	3	.9
36-40	8	2.4	16-20	9	2.7	01-02			Grad School	4	1.2
41-45	0	0	21-25	2	-6	03-04			Incomplete	3	.9
46+	u	-0	26+	3	.9	05-06					
*	7	2.1	****	2	-6	*					
TOTAL	338	100.0	TOTAL	338	100.0	TOTAL	338	100.0	TOTAL	338	00.0

	RESPONSES				
GENDER	NO.	9			
MALES	318	94			
FEMALES	15	4.			
	5	1.			
TOTAL	338	100.			

RACE	RESPONSES				
	NO.	9.			
WHITE	171	50.6			
BLACK	119	35.2			
OTHER	48	14.2			
	- 0	None			
TOTAL	338	100-0			

TYPE	RESPONSES				
UNIT	NO.	%			
TOF	312	92.3			
TDA	17	5.0			
*	9	2.7			
TOTAL	338	100.0			

PERIOD IN	SUPERVISED WOMEN			RDINATE WOMEN	CO-WORKER WITH	
MONTHS	NO.	9	NO.	9.	NO.	9
Never	215	63.6	230	68.0	123	36.4
1-6	47	13.9	60	17.8	60	17.8
7-12	31	9.2	22	6.5	46	13.6
13-18	8	2.4	7	2.1	28	8.3
19-24	15	4.4	9	2.7	35	10.3
25-36	11	3.2	6	1.7	32	9.4
37+	8	2.4	2	.6	12	3.6
•	3	.9	2	.6	2	.6
TOTAL	336	100.0	338	100.0	338	100.0

MARITAL	RESPONSES				
STATUS	NO.	4			
Single	133	39.3			
Married	185	54.7			
Separated	4	1.2			
Divorced	12	3.6			
Wi dowed	0	o.			
	4	1.2			
TOTAL	338	100.0			

Seckground Summary on Questionnaire Respondents, MOS 36C (Telephone Installer and Lineman).

incomplete or missing data

Number of Respondents: 338 Confidence Level: 94%

THE JOVEN CONSCIONOS IN DEL STREET PER NO ASERVA

sind phisare Yo eraidence ! "

Lurret Septiement.

women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime			
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree
1. Strength	19.2	25.4	34.3	20.7	9.8	13.0	26.6	48.8
2. Size	20.7	31.1	29.6	18.6	13.3	21.9	26.0	37.6
3. Grip	20.7	30.5	33.1	15.4	17.2	25.4	29.9	25.7
4. Coordination	25.1	34.3	29.0	10.9	19.5	22.5	30.8	25.4
5. Arm/Leg Length	25.1	37.6	24.0	12.7	21.9	30.5	24.0	22.2
6. Endurance	16.6	23.1	38.5	21.0	10.4	13.6	34.0	39.6
7. Menses	9.8	16.U	39.6	33.4	5.6	9.8	32.8	48.8
8. Pregnancy	7.1	7.4	26.9	58.6	5.6	5.0	18.9	69.2
9. Hygiene	14.2	21.9	39.1	24.0	10.7	14.2	34.3	38.8
lu. Protiles	22.5	30.2	25.7	21.3	16.6	23.1	26.U	32.5
11. Emotion	21.3	27.5	31.1	19.8	14.2	15.4	32.8	35.8
12. Stress	17.2	22.2	40.5	19.5	10.9	13.3	31.7	42.0
13. Confidence	27.2	39.3	24.0	8.6	17.8	28.7	30.2	21.0
14. Toughness	15.1	21.0	37.9	24.9	7.4	11.8	32.2	46.2
15. Gain Respect	28.4	42.9	18.6	9.8	18.9	35.2	24.3	20.1
lo. Augressiveness	21.9	30.8	33.1	12.7	14.8	20.1	34.6	27.5
17. Mech Ability	20.1	32.2	32.5	13.9	16.0	24.9	20.9	27.5
18. Skills	23.7	36.7	29.9	9.5	16.6	23.4	37.0	20.7
19. Make Effort	23.7	26.3	29.3	20.1	15.1	18.9	31.4	33.1
2u. Self Image	18.3	26.3	137.0	16.9	12.7	21.3	34.0	29.0
21. Leadership	25.1	32.8	26.3	15.4	13.0	22.5	33.1	29.6
22. Fraternization	16.3	22.8	36.7	23.1	12.7	20.1	28.7	35.5
23. Single Parent	21.3	28.4	31.7	17.8	12.4	16.9	32.U	36.4
24. Team Work	27.8	40.2	20.4	10.1	21.9	29.0	25.4	20.7
25. Are Capable	22.5	25.7	30.2	21.0	10.4	15.1	33.4	39.1
26. Should Allow	21.9	24.3	23.7	30.2	11.8	15.4	23.7	47.6

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.66. Summary of Questionnaire Responses, MOS 36C (Telephone Installer and Lineman).

Alle A - Delle

The second of the second of the second of

MUMBER	OF	RESPONDENTS	154

COME	TREME	IEVEL	0.74
BE 94 9	IDENCE	100 FB - A 4 - AB 1000	

AGE	DESD	ONSES	YEARS	RESE	ONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	9	SERVICE	NO.	9		NO.	1		NO.	3
17-24	36	23.4	u-3	76	49.4	E3-E4	87	56.5	Less than HS	6	3.9
21-25	73	47.4	4-5	30	19.5	E5-E6	67	43.5	High School	106	68.8
26-3u	29	18.8	6-10	35	22.7	E7-E9		100	Some College	38	24.8
31-35	9	5.9	11-15	7	4.5	W1-W4			College Grad		.6
36-40	6	3.0	16-20	2	1.4	01-02		200	Grad School	2	1.3
41-45	1	6	21-25	3	1.9	U3-U4			Incomplete	1	.6
46+	U	0.0	26+	0	0.0	05-06					
*	0	0.0	*	_1	.6	*					
TOTAL	154	100 0	TOTAL	154	100.0	TOTAL	154	100 0	TOTAL	154	00.0

GENDER	RESPONSES NO. 1%					
GENUER	NU					
MALES	142	92.				
FEMALES	12	7.5				
TOTAL	154	100.0				

RACE	RESP	ONSES
	NO.	8
WHITE	123	79.9
BLACK	17	11.0
OTHER	14	9.1
*	0	n°6
TOTAL	154	100.0

TYPE	RESPONSES						
UNIT	NO.	8					
TOE	102	66.2					
TDA	26	16.9					
	26	16.9					
175 11 2 3 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	100						
TOTAL	154	100.0					

PERIOD IN	NUMBER OF STREET	RVISED MEN	EURSINE SHIPE TO	RDINATE	CO-WORKER WITH		
MONTHS	NO.	1 2	NO.	9	NO.	2	
Never	89	57.8	111	72.1	47	30.5	
1-6	32	20.8	22	14.3	46	29.9	
7-12	13	8.4	10	6.5	15	9.7	
13-18	5	3.3	4	2.6	20	13.0	
19-24	5	3.3	U	0.0	9	5.9	
25-36	7	4.5	2	1.3	9	5.9	
37+	3	1.9	3	1.9		4.5	
			2	1.3		.6	
TOTAL	154	100.0	154	100.0	154	100.0	

MARITAL	RESPONSES					
STATUS	NO.	3				
Single	50	32.5				
Married	89	57.8				
Separated	5	3.2				
Divorced	10	5.5				
Widowed	U	1.				
	0					
TOTAL	154	100.0				

TABLE A.1.4.67. Background Summary on Questionnaire Respondents, MOS 45K (Tank Turret Repairman).

^{*} Incomplete or missing data

Confidence Level: 83%

ATR LINES TORRESTAND OF THE WALLENGER BY TO REMAIN

with anterior o weetque on *

Women can work in this MUS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree	
1. Strength	18.2	20.1	40.1	13.6	11.7	9.1	37.0	42.2	
2. Size	22.7	26.0	36.4	14.9	17.5	16.9	33.8	31.2	
3. Grip	18.2	27.3	41.6	13.0	16.9	22.1	35.1	26.0	
4. Coordination	35.7	39.0	15.6	9.1	29.9	31.2	22.1	16.2	
5. Arm/Leg Length	29.9	41.6	18.8	9.1	26.0	35.1	24.0	14.3	
6. Endurance	23.4	28.6	35.1	13.0	17.5	20.8	27.3	34.4	
7. Menses	14.3	14.9	39.6	30.5	9.1	9.1	35.7	45.5	
8. Pregnancy	3.2	5.2	31.8	59.7	2.6	4.5	20.8	72.1	
9. Hygiene	22.7	27.9	33.1	16.2	16.9	18.2	33.1	31.2	
lu. Profiles	26.0	31.2	26.0	16.9	22.7	26.6	22.1	27.9	
11. Emotion	24.7	37.0	27.3	11.0	15.6	26.0	26.0	32.5	
12. Stress	26.0	26.0	35.1	13.0	13.0	20.8	31.2	35.1	
13. Confidence	37.7	43.5	9.7	8.4	29.2	29.2	26.0	14.3	
14. Toughness	18.2	23.4	42.9	15.6	11.0	9.7	39.0	39.6	
15. Gain Respect	35.1	37.7	18.2	9.1	29.9	29.2	25.3	15.6	
16. Aggressiveness		33.8	26.6	6.5	22.7	22.7	34.4	19.5	
17. Mech Ability	30.5	39.0	17.5	12.3	24.0	29.9	24.7	28.8	
18. Skills	29.2	33.1	26.0	11.7	21.4	22.7	30.5	24.7	
19. Make Effort	32.5	29.9	24.7	11.7	22.7	22.7	26.6	26.0	
Zu. Self Image	25.3	24.0	36.4	14.3	17.5	18.8	37.7	25.3	
21. Leadership	29.9	29.9	26.6	12.3	16.9	18.8	37.0	24.7	
22. Fraternization	19.5	17.5	34.4	27.9	15.6	15.6	27.9	40.3	
23. Single Parent	29.2	31.2	23.4	14.9	19.5	16.2		34.4	
24. Team Work	39.0	43.5	9.7	7.8	33.8	33.8	16.2	15.6	
25. Are Capable	26.6	22.1	33.8	17.5	15.6	14.3	33.1	36.4	
26. Should Allow	26.0	21.4			14.3	13.0	25.3	46.8	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.68. Summary of Questionnaire Responses, MOS 45K (Tank Turret Repairman).

201 269

CONFIDENCE LEVEL 911

AGE	RESP	ONSES	YEARS	RESI	PONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	8	SERVICE				NO.			NO.	3
17-20	52	20.9	0-3	114	45.8	E3-E4	139	55.8	Less than HS	17	6.8
21-25		42.2	4-5	37	14.9	E5-E6	99	39.8	High School	164	65.9
26-30	44	-	6-10	45	18.1	E7-E9	11	4.4	Some College	62	24.9
31-35	22	8.8	11-15	24	9.6	W1-W4			College Grad	3	1.2
36-4U	13		16-20	13	5.2	01-02	5.90		Grad School	2	.8
41-45	6	2.4	21-25	6	2.4	03-04			Incomplete		.4
46+	U	.0	26+	3	1.2	05-06					
*	7	2.8	*	7	2.8	*			1		
TOTAL	249	100.0	TOTAL	249	100.0	TOTAL	249	100.0	TOTAL	249	100.0

GENDER	RESPONSES NO. 1%					
MALES	201	80.				
FEMALES	37	14.9				
	11	4.4				
TOTAL	249	100.				

RACE	RESPONSES				
•	NO.				
WHITE	147	59.0			
BLACK	76	30.5			
OTHER	26	10.5			
	0	None			
TOTAL	249	100.0			

TYPE	RESPONSES				
UNIT	NO.	\$			
TOE	168	67.5			
TDA	47	18.9			
	34	13.6			
TOTAL	249	100.0			

PERIOD IN	SUPERVISED WOMEN		Production Control (See	RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	3	NO.	1	NO.	3	
Never	134	53.8	176	70.7	- 63	25.3	
1-6	33	13.3	40	16.1	41	16.5	
7-12	34	13.7	15	6.0	42	16.9	
13-18	12	4.8	3	1.2	-26	10.4	
19-24	8	3.2	7	2.8	25	10.0	
25-36	16	6.4	3	1.2	33	13.3	
37+	9	3.6	3	1.2	17	6.8	
	3	1.2	2	.8	2	8	
TOTAL	249	100.0	249	100.0	249	100.0	

MARITAL	RESPONSES					
STATUS	NO.	3				
Single	87	35.0				
Married	136	54.6				
Separated	8	3.2				
Divorced	14	5.6				
Widowed .	4	1.6				
	0	٠.				
TOTAL	249	100.0				

TABLE A.1.4.69. Background Summary on Questionnaire Respondents, MOS 55B (Ammunition Specialist).

^{*} Incomplete or missing data

Confidence Level: 91%

salo carezió vo que lamant *

Venture Magnanic)

MENERAL OF PERSONNENTS ASSESSED

Women can work in this MOS/Specialty considering (issue).

CONSTRUCTOR SEED SEED

A F. I. C. A	Percentage in Peacetime				Percentage in Wartime			
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1. Strength	24.1	22.5	34.1	18.5	15.3	11.6	34.5	36.9
2. Size	24.9	21.7	33.7	18.9	17.3	14.1	33.7	32.5
3. Grip	26.1	20.5	33.7	17.7	21.3	13.3	36.5	26.1
4. Coordination	33.3	29.7	25.7	10.0	26.9	22.1	26.9	21.3
5. Arm/Leg Length	38.2	29.7	20.1	11.2	32.1	24.1	24.5	17.3
6. Endurance	25.7	22.1	35.5	16.9	19.7	9.6	40.6	27.7
7. Menses	19.3	20.9	35.7	21.7	14.5	12.0	39.0	31.3
8. Pregnancy	9.6	10.4	28.9	50.2	5.2	5.6	23.3	64.3
9. Hygiene	27.3	22.1	29.3	18.1	21.7	14.1	32.5	27.7
lu. Profiles	39.8	22.5	22.5	14.1	34.1	21.3	21.7	20.9
11. Emotion	33.3	27.7	24.9	11.2	21.7	15.7	33.3	25.7
12. Stress	30.1	23.3	33.3	11.2	18.9	13.7	36.1	28.5
13. Confidence	45.4	32.9	13.7	6.4	34.1	22.5	25.3	16.1
14. Toughness	26.5	18.5	34.5	18.9	15.3	13.3	32.9	36.1
15. Gain Respect	41.8	35.3	14.5	6.4	34.1	28.5	21.3	12.9
16. Aggressiveness	36.5	26.1	26.5	9.2	24.5	21.3	30.5	20.9
17. Mech Ability	39.0	24.5	23.3	11.6	32.5	21.3	24.1	20.1
18. Skills	43.0	29.7	18.5	6.8	30.1	20.9	28.1	18.1
19. Make Effort	30.9	27.7	27.7	12.4	23.7	21.7	30.5	22.1
20. Self Image	34.1	25.7	30.5	8.4	26.1	18.1	34.9	18.5
21. Leadership	38.6	31.7	19.7	8.4	28.5	16.5	30.1	22.9
22. Fraternization	25.7	20.9	35.7	16.9	22.1	14.9	34.1	26.9
23. Single Parent	30.1	25.7	27.7	14.9	18.5	16.9	32.1	30.1
24. Team Work	45.4	36.9	11.6	4.8	36.1	30.1	17.3	13.7
25. Are Capable	29.3	24.5	30.1	14.5	20.1	17.7	30.5	29.7
26. Should Allow	25.3	26.9	25.7	20.9	15.7	16.9	24.5	41.0

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.70. Summary of Questionnaire Responses, MOS 558 (Ammunition Specialist).

TABLE A.T.4.71. Decapround Summary or questioned or Lessander Lessanders, 200 630 (wheel

33-4-1-A

CONFIDENCE LEVEL 94%

AGE	RESP	ONSES	YEARS	RESE	PONSES	GRADE	DESP	ONSES	EDUCATION	PESP	ONSES
(YRS)	NO.	3	SERVICE	NO.	9		NO.	*		NO.	9
17-20	79	22.4	0-3	174	49.4	E3-E4	215	61.1	Less than HS	29	8-2
21-25	177	50.3	4-5	79	22.4	E5-E6	137	38.9	High School	256	72.7
26-30	66	18.8	6-10	58	16.5	E7-E9	7.00		Some College	62	17.6
31-35	16	4.5	11-15	20	5.7	W1-W4			College Grad	2	.6
36-40	7	2.0	16-20	8	2.3	01-02			Grad School	3	
41-45	4	1.1	21-25	1	3	03-04			Incomplete	4	0
46+	3	9	26+	2	6	05-06					
*			The second of th	10	2.8	*					
TOTAL	352	100.0	TOTAL	352	100.0	TOTAL	352	100.0	TOTAL	352	100.1

	RESPONSES				
GENDER	The supplementaries are a second	2			
MALES	336	95.4			
FEMALES	10	2.8			
***************************************	6	1.7			
TOTAL	352	100.0			

RACE	RESP	ONSES		
	NO.	3		
WHITE	241	68.5		
BLACK	82	23.3		
OTHER	29	8.2		
	0	None		
TOTAL	352	100.0		

TYPE	RESPONSES				
WAIT	NO.	2			
TOF	300	85.2			
TDA	29	8.2			
Market By Oph Desire	23	6.6			
TOTAL	352	100.0			

PERIOD IN	SUPERVISED WOMEN			RDINATE	CO-WORKER WITH		
MONTHS	NO.	3	NO.	1	NO.	arau Carana	
Never	224	63.6	285	81.0	163	46.3	
1-6	42	11.9	32	9.0	60	17.0	
7-12	35	9.9	18	5.0	35	9.9	
13-18	14	4.0	7	2.0	28	8.0	
19-24	17	4.8	2	.6	28	8.0	
25-36	10	2.8	3	.9	17	4.8	
37+	8	2.4	3	.9	18	5.1	
	2	.6	2	.6	3	.9	
TOTAL	352	100.0	352	100.0	352	100.0	

MARITAL	RESPONSES					
STATUS	NO.	1				
Single	136	38.6				
Married	194	55.1				
Separated	8	2.3				
Divorced	13	3.7				
Wi dowed	0	.0				
*	1	.3				
TOTAL	352	100.0				

TABLE A.1.4.71. Background Summary on Questionnaire Respondents, MOS 63B (Wheel Vehicle Mechanic).

^{*} Incomplete or missing data

Confidence Level: 94%

and the first transference the states are a state of

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime			
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree
1. Strength	27.0	34.1	28.4	10.2	17.0	21.3	34.4	26.4
2. Size	27.6	32.4	30.4	9.7	22.2	23.9	32.1	21.0
3. Grip	25.3	27.6	36.6	10.2	21.0	25.6	35.2	17.3
4. Coordination	35.5	40.3	16.2	1.1	28.4	35.5	21.9	13.1
5. Arm/Leg Length	40.1	34.7	19.6	4.8	35.5	30.4	23.6	8.8
6. Endurance	28.1	32.7	27.3	11.1	17.6	22.2	36.4	22.4
7. Menses	18.8	18.8	36.6	24.7	13.4	13.4	36.4	34.9
8. Pregnancy	6.3	5.4	33.8	54.3	5.1	2.6	23.0	69.0
9. Hygiene	33.3	27.3	32.1	16.2	17.9	22.2	34.1	24.7
10. Profiles	31.5	31.5	23.3	13.1	25.3	27.8	25.9	19.6
11. Emotion	29.8	36.4	23.6	9.7	19.0	24.7	32.7	22.2
12. Stress	26.4	29.5	32.4	10.5	16.8	18.5	38.6	25.0
13. Confidence	38.6	45.7	11.1	4.0	31.3	32.7	25.3	9.4
14. Toughness	23.9	26.1	36.1	13.4	16.2	17.2	37.5	27.6
15. Gain Respect	40.9	42.3	11.6	4.5	33.2	34.7	21.6	8.8
16. Aggressiveness	34.7	35.5	23.0	6.3	27.8	27.6	29.5	13.6
17. Mech Ability	32.1	36.9	23.0	7.7	29.3	28.1	26.4	14.8
18. Skills	26.1	31.3	31.8	10.2	22.4	23.6	33.5	18.8
19. Make Effort	34.4	34.9	21.3	9.1	27.3	26.7	28.1	17.0
20. Self Image	28.1	28.7	29.5	12.5	23.0	23.3	29.3	23.0
21. Leadership	34.9	36.4	19.9	8.8	24.4	22.2	30.4	21.9
22. Fraternization	21.9	25.9	30.4	21.6	18.5	20.2	28.7	31.5
23. Single Parent	28.4	31.3	25.3	14.8	19.6	18.8	32.1	28.7
24. Team Work	42.6	42.6	10.5	3.7	35.8	33.5	20.7	8.2
25. Are Capable	29.8	36.1	22.7	11.1	20.2	24.7	30.1	23.6
26. Should Allow	35.2	33.0	15.6	15.9	25.9	20.7	23.9	27.3

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.72. Summary of Questionnaire Responses, MOS 638 (Wheel Vehicle Mechanic),

CONFIDENCE LEVEL 95%

AGE	RESP	ONSES	YEARS		PONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	2	SERVICE	NO.	%		NO.	%		NO.	9
17-20	41	11.6	0-3	147	41.8	E3-E4	113	32.1	Less than HS	6	1.7
21-25	141	40.1	4-5	30	8.5	E5-E6	238	67.6	High School	204	58.0
26-30	119	33.7	6-10	110	31.2	E7-E9		.3	Some College	130	36.9
31-35	33	9.4	11-15	39	11.0	W1-W4			College Grad	5	1.4
36-40	13	3.7	16-20	7	2.0	01-02	9.5	91.7	Grad School	4	1.1
41-45	2	.6	21-25	2	.6	03-04			Incomplete	3	.9
46+	1	.3	26+	3	.9	05-06					
	2	.6	*	14	4.0	*					
TOTAL	352	100.0	TOTAL	352	100.0	TOTAL	352	100.0	TOTAL	352	100.0

	RESPONSES					
GENDER	NO.					
MALES	330	93.				
FEMALES	20	5.				
	1 2	•				
TOTAL	352	100.				

RACE	RESPONSES				
	NO.	%			
WHITE	284	80.7			
BLACK	39	11.1			
OTHER	29	8.2			
TOTAL	352	100.0			

TYPE	RESP	ONSES		
UNIT	NO.	8		
TOE	283	80.4		
TDA	46	13.1		
	23	6.5		
TOTAL	352	100.0		

PERIOD IN	\$4.5 m C 0 9 R 300 M 0 0 0 0 0 0	RVISED MEN		RDINATE	CO-WORKER WITH		
MONTHS	NO.	2	NO.	*	NO.	2	
Never	232	65.9	290	82.4	175	49.7	
1-6	37	10.5	32	9.1	53	15.1	
7-12	34	9.7	19	5.4	44	12.5	
13-18	14	4.0	5	1.4	22	6.2	
19-24	13	3.7	4	1.1	20	5.7	
25-36	10	2.8		.3	25	7.1	
37+	8	2.3	None	.0	11	3.1	
	4	1.1		.3	2	.6	
TOTAL	352	100.0	352	100.0	352	100.0	

MARITAL	RESPONSES					
STATUS	NO.	3				
Single	87	24.7				
Married	231	65.6				
Separated	10	2.8				
Divorced	22	6.3				
W1 dowed	3 9 8 8					
		3				
TOTAL	352	100.0				

TABLE A.1.4.73. Background Summary on Questionnaire Respondents, MOS 67N (Utility Helicopter Repairer).

^{*} Incomplete or missing data

Number of Respondents: 352 Confidence Level: 95%

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree	
1. Strength	42.6	27.0	24.4	6.0	27.0	20.2	29.0	23.3	
2. 512e	42.0	33.5	20.2	4.3	33.0	28.7	23.0	15.1	
3. Grip	39.8	31.0	23.3	5.7	35.8	30.1	19.9	13.4	
4. Coordination	49.7	34.7	11.6	3.7	42.3	31.8	15.6	9.7	
5. Arm/Leg Length	46.9	35.8	13.4	4.0	44.3	34.4	11.9	9.1	
6. Endurance	38.1	31.0	22.2	8.8	24.1	22.2	31.5	21.9	
7. Menses	25.0	15.3	37.5	21.0	17.6	11.9	32.1	36.6	
8. Pregnancy	8.2	8.0	33.2	50.3	5.7	3.4	23.9	66.5	
9. Hygiene	29.5	23.3	31.3	14.5	21.3	19.0	30.4	27.6	
10. Profiles	35.8	31.0	24.1	9.1	32.1	26.4	25.9	15.3	
11. Emotion	36.9	33.5	20.5	9.1	23.9	17.6	32.4	25.9	
12. Stress	36.4	25.3	28.7	9.1	26.4	14.8	31.0	26.7	
13. Confidence	44.0	40.1	11.4	4.3	38.1	33.5	19.6	8.2	
14. Toughness	36.6	27.8	27.6	8.0	21.6	16.5	37.8	23.9	
15. Gain Respect	45.2	38.6	10.5	5.7	38.4	32.1	16.5	12.2	
16. Aggressiveness	41.5	36.4	18.2	4.0	28.4	27.8	28.4	14.5	
17. Mech Ability	38.4	34.9	17.6	8.8	35.5	31.8	19.0	13.1	
18. SKITTS	36.6	31.0	23.9	8.2	30.7	24.1	31.0	13.6	
19. Make Effort	38.9	34.9	17.3	8.0	32.1	27.3	24.4	15.6	
20. Self Image	35.5	22.2	31.0	11.1	29.0	16.8	33.5	20.2	
21. Leadership	36.6	32.7	22.7	7.7	27.0	23.3	29.5	19.6	
22. Fraternization	27.8	25.6	28.7	17.9	24.1	17.0	32.1	26.4	
23. Single Parent	31.0	25.3	29.5	14.2	22.2	18.2	28.1	31.3	
24. Team Work	46.0	38.4	10.2	4.8	39.5	34.7	16.5	8.8	
25. Are Capable	37.8	34.1	20.7	7.4	26.4	21.6	31.8	19.9	
26. Should Allow	39.8	33.0	12.5	14.2	27.8	20.2	18.2	33.0	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.74. Summary of Questionnaire Responses, MOS 67N (Utility Helicopter Repairman).

asia priza a su usa famouel *

AGE	RESP	ONSES	YEARS	RESE	PONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	2	SERVICE	NO.	2		NO.	9		NO.	œ.
17-20	44	12.0	U-3	140	38.3	E3-E4	185	50.5	Less than HS	13	3.6
21-25	156	42.6	4-5	62	17.0	E5-E6	162	44.3	High School	231	63.1
26-30	74	20.2	6-10	70	19.1	E7-E9	19	5.2	Some College	100	27.2
31-35	39	10.7	11-15	39	10.7	W1-W4			College Grad	12	1 3.3
36-40	37	10.1	16-20	40	10.9	01-02		A.D. 1	Grad School	9	2.5
41-45	3	.8	21-25	7	1.8	U3-04			Incomplete	1	3
46+	4	1.1	26+	5	1.4	05-06					
	9	2.5	*	3	.8	en General en sek					
TOTAL	366	100.0	TOTAL	366	100-0	TOTAL	366	00-0	TOTAL	366	00.0

orunen.	RESPONSES NO. 1%				
GENDER	NU.	1%			
MALES	328	89.6			
MALES FEMALES	328 30	89.6 8.2 2.2			
3.4	8	2.2			
TOTAL	366	100.0			

RACE	RESPONSES					
	NO.	1%				
WHITE	176	48-1				
	139	38.0				
BLACK OTHER	51	13.9				
	0	None				
TOTAL	366	100-0				

TYPE UNIT	RESPONSES NO. 2				
TOF	258	70.5			
TDA *	82 26	7.1			
TOTAL		100.0			

PERIOD IN		RVISED	II Diliterativationisticals	RDINATE	CO-WORKER WITH	
MONTHS	NO.	18	NO.	8	NO.	1 2
Never	191	52.2	259	70.8	144	39.4
1-6	60	16.4	50	13.7	66	18.0
7-12	32	8.7	24	6.6	47	12.8
13-18	15	4.2	5	1.4	16	4.4
19-24	21	5.7	111	3.0	22	6.0
25-36	20	5.5	6	1.6	38	10.4
37+	21	5.7	4	1.1	30	8.2
	6	1.6	7	1.8	3	.8
TOTAL	366	100.0	366	100.0	366	100.0

MARITAL	RESPONSES					
STATUS	NO.	18				
Single	109	29.8				
Married	223	60.9				
Separated	9	2.5				
Divorced	16	4.4				
di dowed	1	.2				
y p ≜ rest©	8	2.2				
COTAL	366	100.0				

TABLE A.1.4.75. Background Summary on Questionnaire Respondents, MOS 76Y (Unit Organization Supply Man).

^{*} Incomplete or missing data

Number of Respondents: 366 Confidence Level: 95%

Women can work in this MOS/Specialty considering (issue).

Issue	Perce	ntage i	n Peace	time	Perc	entage	in Wart	ime
	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1. Strength	40.4	43.4	12.0	4.1	29.8	31.4	24.0	13.4
2. Size	39.6	40.4	15.6	4.1	30.6	29.5	24.6	13.7
3. Grip	40.4	33.6	21.0	4.4	35.2	29.5	24.9	8.7
4. Coordination	44.3	39.1	13.7	2.2	36.6	31.4	20.8	9.0
5. Arm/Leg Length	44.3	38.8	13.1	3.0	39.6	33.3	17.5	7.7
6. Endurance	40.2	36.6	19.1	4.1	32.2	24.3	29.0	13.1
7. Menses	30.3	27.6	31.7	9.3	21.9	21.3	31.1	23.0
8. Pregnancy	20.8	19.7	35.5	23.2	10.7	12.8	31.4	42.6
9. Hygiene	31.7	29.2	27.0	11.5	24.0	21.9	30.9	20.8
10. Profiles	33.9	36.1	21.3	8.2	30.1	28.7	23.5	15.6
11. Emotion	37.4	36.9	20.5	4.4	24.0	25.1	29.5	18.9
12. Stress	33.6	36.3	24.0	6.0	23.2	22.4	31.4	21.3
13. Confidence	46.2	41.5	10.9	1.1	37.2	33.3	19.4	7.7
14. Toughness	35.0	39.1	19.7	6.0	26.2	23.2	29.8	19.1
15. Gain Respect	41.3	45.9	9.8	2.5	36.1	36.6	16.7	8.7
16. Aggressiveness	38.3	42.6	16.9	2.2	29.8	29.8	28.4	10.4
17. Mech Ability	41.3	38.5	14.8	4.9	34.4	28.7	23.5	11.2
18. Skills	44.8	41.8	10.9	2.2	33.6	33.1	21.6	9.8
19. Make Effort	39.3	40.7	15.3	4.4	29.8	30.9	24.0	13.9
20. Self Image	37.4	34.4	24.0	3.3	29.8	25.7	29.0	13.4
21. Leadership	39.9	42.9	13.4	3.8	29.5	27.3	26.2	15.3
22. Fraternization	30.9	29.0	26.8	12.6	23.2	24.0	30.1	20.5
23. Single Parent	36.1	37.7	16.9	8.7	26.8	26.0	23.2	22.1
24. Team Work	45.9	45.4	6.3	2.5	36.6	36.3	16.4	9.0
25. Are Capable	44.3	41.8	10.4	3.3	28.7	34.4	23.8	11.5
26. Should Allow	42.3	42.9	9.6	4.9	29.0	33.3	16.7	19.1

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.76. Summary of Questionnaire Responses, MOS 76Y (Unit/Organization Supplyman).

TABLE ALL & T. - PROXESTED MORNING OF THE TRANSPORT OF THE TABLE TO A LAND TO A LOS TO A LOS

ated palacid to statement &

NUMBER	OF	RESPONDENTS	30

CONF	IDENCE	LEVEL	94%
CUNI	TUENCE	LETTL	374

AGE	RESE	ONSES	YEARS	RES	PONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	8	SERVICE	NO.	19		NO.	٠	14158864	NO	9
17-20	67	21.9	U-3	165	53.9	E3-E4	173	56.5	Less than HS	12	3.9
21-25	131	42.8	4-5	59	19.4	E5-E6	128	41.9	High School	143	46.8
26-30	75	24.6	6-10	50	16.4	E7-E9	5	1.6	Some College	137	44.9
31-35	24	7.8	11-15	13	4.2	W1-W4		Territorio de la constanti de	College Grad	_11	PROFESSION AND PARTY AND P
36-40	7	2.3	16-20	5	1.6	01-02			Grad School	3	1.0
41-45	U	None	21-25	1	.3	03-04			Incomplete	Ú	Mone
46+	Ú	.3	26+	1	None	05-06					
*	1	.3	*	13	4.2	*					
TOTAL	306	100.0	TOTAL	306	100.0	TOTAL	306	100.0	LATOTAL	306	100-0

CENDED	RESPONSES NO. 1%					
GENDER	NO.	7				
MALES	295	96.4				
FEMALES	4	1				
	7	2.3				
TOTAL	306	100.0				

RACE	RESPONSES				
	NO.	8			
WHITE	234	76.5			
BLACK	41	13.4			
OTHER	31	10.1			
	0	None			
TOTAL	306	100.0			

TYPE	RESPONSES					
UNIT	NO.	%				
TOE	262	85.7				
TDA	24	7.8				
	20	6.5				
TOTAL	306	100.0				

PERIOD IN MONTHS	SUPERVISED WOMEN			RDINATE WOMEN	CO-WORKER WITH		
	NO.	8	NO.	8	NO.	8	
Never	234	76.4	257	84.0	270	88.2	
1-6	28	9.2	17	5.6	18	5.8	
7-12	19	6.2	16	5.2	6	2.0	
13-18	1	2.3	8	2.6	3	1.0	
19-24	7	2.3	5	1.6	6	2.0	
25-36	3	1.0	2	.7		.3	
3/+	U	None	0	None	2	./ *	
	Ü	None	- 1	.3	0	None	
TOTAL	306	100.0	306	100.0	306	100.0	

MARITAL	RESP	ONSES
STATUS	·NO.	8
Single	110	35.9
Married	178	58.2
Separated Divorced	5	1.6
	10	3.3
Widowed		
± 10° € 10°	2	.7
TOTAL	306	100.0

TABLE A.1.4.77. Background Summary on Questionnaire Respondents, MOS 82C (FA Surveyor).

^{*} Incomplete or missing data

Number of Respondents: 306 Confidence Level: 94%

Women can work in this MOS/Specialty considering (issue).

Issue	Perce	ntage i	n Peace	time	Percentage in Wartime			
	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree
1. Strength	36.9	51.0	11.1	1.0	26.8	36.6	24.8	10.5
2. Size	39.6	.52.9	7.2	1.3	32.7	41.5	17.3	6.9
3. Grip	39.5	52.6	5.9	1.3	37.3	45.8	10.8	4.2
4. Coordination	43.5	50.0	4.9	1.6	35.9	44.4	12.7	5.2
5. Arm/Leg Length	42.8	51.0	5.6	0.7	38.2	44.1	11.4	4.2
6. Endurance	35.9	44.8	16.3	2.6	25.8	28.4	29.7	14.4
7. Menses	20.9	32.7	31.0	13.4	15.0	21.6	34.0	25.8
8. Pregnancy	12.4	11.1	38.6	37.6	5.9	4.9	23.5	63.7
9. Hygiene	26.8	33.0	26.1	13.7	18.6	23.9	32.7	22.2
10. Profiles	32.0	42.5	17.0	8.2	27.5	35.9	23.5	11.1
11. Emotion	36.3	47.7	13.1	2.9	26.5	31.0	23.9	17.0
12. Stress	28.3	49.7	19.0	2.9	20.3	32.0	30.7	15.4
13. Confidence	40.5	51.3	6.9	1.0	30.4	39.2	The same of the sa	4.9
14. Toughness	32.4	46.1	18.3	2.9	23.5	28.8	28.4	17.0
15. Gain Respect	37.3	49.7	10.8	2.3	30.7	41.5		8.8
16. Aggressiveness	35.6	50.3	11.4	2.3	24.8	35.6		11.4
17. Mech Ability	35.6	49.3	13.1	2.0	30.7	43.8		6.2
18. Skills	34.3	48.7	13.1	3.6	28.4	40.5	19.3	9.2
19. Make Effort	39.9	47.1	10.5	2.0	31.7	37.6	20.3	8.5
20. Self Image	29.1	40.8	22.5	6.9	22.9	29.1	30.7	15.0
21. Leadership	34.6	44.1	18.3	2.9	25.5	28.1	28.8	16.0
22. Fraternization	23.9	33.3	26.5	14.7	18.0	23.2	29.4	25.8
23. Single Parent	26.8	37.3	25.8	10.1	16.0	25.2	THE RESERVE AND DESCRIPTION OF THE PERSON.	27.5
24. Team Work	39.2	52.6	5.9	2.3	33.3	43.5		4.9
25. Are Capable	38.3	49.3	10.8	1.3	27.8	35.0	23.9	11.4
26. Should Allow	37.6	40.9	11.1	10.1	29.7	27.5	19.6	20.9

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.78. Summary of Questionnaire Responses, MOS 82C (FA Surveyor).

NUMBER OF RESPONDENTS 6062

CONFIDENCE LEVEL 95%

AGE	RESP	ONSES	YEARS	RESP	ONSES	GRADE	RESP	ONSES	EDUCATION	RESPONSES	
(YRS)	NO.	%	SERVICE	NO.	8		NO.	8	32/69/2 160	NO.	1 %
17-20	1183	19.5	U-3	2817	46.5	E3-E4	3206	52.9	Less than HS	314	5.2
21-25	2611	43.1	4-5	1008	16.6	E5-E6	2414			3712	
26-30	1203	19.8	6-10	1115	18.4	E7-E9	442	7.3	Some College	1812	29.9
31-35	472	7.8	11-15	406	6.7	W1-W4			College Grad	111	1.8
36-40	328	5.4	16-20	345	5.7	01-02			Grad School	83	1.4
41-45	155	2.6	21-25	164	2.7	03-04			3.27	30	.5
46+	43	.7	26+	89	1.5	05-06					
*	67	1.1	* * *	118	1.9	*					
TOTAL	6062	100.0	TOTAL	6062	100.0	TOTAL	6062	100.0	TOTAL	6062	100.0

1000	RESPONSES					
GENDER	NO.	2				
MALES	5787	95.5				
FEMALES	177	2.9				
	98	1.6				
TOTAL	6062	100.0				

RACE	RESPONSES				
	NO.	%			
WHITE	3851	63.5			
BLACK	1621	26.7			
OTHER	554	9.2			
*	36	.6			
TOTAL	6062	100.0			

TYPE		ONSES
UNIT	NO.	8
TOE	4988	82.2
TDA	726	12.1
	348	5./
TOTAL	6062	100.0

PERIOD IN	SUPERVISED WOMEN		No. of the second second	RDINATE WOMEN	CO-WORKER WIT	
MONTHS	NO.	18	NO.	8	NO.	8
Never	4240	70.0	4795	79.1	4018	66.3
1-6	537	8.9	570	9.4	637	10.5
7-12	466	7.7	317	5.3	446	7.4
13-18	176	2.8	90	1.5	232	3.8
19-24	215	3.5	116	1.9	238	3.9
25-36	189	3.1	63	1.0	265	4.4
37+	169	2.8	39	.6	158	2.6
	70	1.2	12	1.2	68	1.1
TOTAL	6062	100.0	6062	100.0	6062	100.0

MARITAL	RESPONSES					
STATUS	NO.	13				
Single	2034	33.6				
Married	8611	59.5				
Separated	134	2.4				
Divorced	234	3.9				
W1 dowed	1	.1				
	42	.,				
TOTAL	5062	100.0				

Table A.1.4.79. Background Summary on Questionnaire Respondents, Wrap Up for all Enlisted MOS.

^{*} Incomplete or missing data

Number of Respondents: 6062 Confidence Level: 95%

ASSESSMENT TO THE PROPERTY OF THE COST DESCRIPTION OF THE PARTY OF THE

. While gareets so use figures t

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree	
1. Strength	30.0	31.3	25.0	13.3	20.1	21.2	27.7	29.4	
2. Size	31.0	33.5	23.3	11.8	23.9	25.9	26.2	22.5	
3. Grip	32.1	33.4	23.8	10.0	28.0	29.5	24.0	16.8	
4. Coordination	38.7	37.9	15.2	7.5	32.3	31.9	19.7	14.3	
5. Arm/Leg Length	37.8	38.2	15.9	7.3	33.3	33.7	18.7	12.5	
6. Endurance	30.4	30.6	21.6	12.4	21.8	21.3	30.5	24.7	
7. Menses	20.5	20.7	35.5	21.6	14.9	15.0	33.4	33.9	
8. Pregnancy	9.6	9.1	30.8	49.7	5.5	5.6	23.7	63.5	
9. Hygiene	25.4	24.6	30.5	18.2	18.9	18.8	31.0	29.0	
10. Profiles	32.3	33.0	21.5	12.4	27.5	28.5	23.3	18.7	
11. Emotion	33.0	33.8	21.5	10.9	22.3	22.6	29.1	24.1	
12. Stress	30.7	30.8	26.7	11.1	20.6	21.1	31.6	25.0	
13. Confidence	41.1	41.5	11.8	4.8	32.4	32.5	22.1	11.0	
14. Toughness	27.4	28.2	29.6	14.0	18.6	18.8	31.9	28.9	
15. Gain Respect	39.3	41.0	12.6	6.5	32.4	34.2	18.6	13.1	
16. Aggressiveness	35.6	35.6	20.5	7.5	27.0	27.1	27.1	17.0	
17. Mech Ability	35.6	36.2	19.2	8.1	30.6	30.6	22.6	14.3	
18. Skills	33.3	34.5	22.4	8.8	26.4	27.3	27.1	17.2	
19. Make Effort	36.2	38.6	17.4	8.8	28.5	29.5	23.3	16.9	
20. Self Image	28.6	28.4	30.4	11.4	22.7	22.3	32.1	20.9	
21. Leadership	35.7	35.9	19.4	8.3	25.2	25.6	27.8	19.6	
22. Fraternization	23.4	24.8	30.9	19.8	18.7	20.2	30.0	28.9	
23. Single Parent	29.0	28.8	25.4	15.9	20.0	19.8	28.0	30.1	
24. Team Work	41.6	42.0	10.1	5.5	34.7	35.1	17.3	11.0	
25. Are Capable	31.2	32.7	21.5	14.0	21.8	22.7	27.8	26.0	
26. Should Allow	30.4	30.1	16.7	21.9	21.5	21.1	20.7	34.8	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Summary of Questionnaire Responses, Wrap Up for All Enlisted Table A.1.4.80. MOS's

SE-A LI-A

and the second of the second of the second of the

TELE A. 1. 4.81. Saccommend Surmary on Open Converte Respondents.

NUMBER OF RESPONDENTS 191

CONFIDENCE LEVEL

AGE	RESP	ONSES	YEARS	RES	PONSES	GRADE	RESP	ONSES	EDUCATION	RESPO	MSES
(YRS)	NO.	%	SERVICE	NO.	3		NO.	4		NO.	9
17 - 20	None	0	U-3	None	0	E3-E4	None	0	less than HS	No	871 F
21-25	None	0		None		E5-E6	None	0	High School	-	
26-30	None	0		None		E7-E9	None	0	Some College	. Data	
31-35	31	16.2	11-15	5	26	W1-W4	101	00.0	College Grad	400	
36-40	109	57 1	16-20	136	71 2	01-02		10 mm	Grad School		
41-45	12	22 0	21-25	AS	23 6	03-04					
46+	9	47	26+	5	2.6	05-06				A STORY	
	None	0	*	Nene	0	*				10 - 10 - 10 - 10 - 10 - 10 - 10 - 10 -	
TOTAL	101	00 0	TOTAL	101	100 0	TOTAL	101	00 0	TOTAL		Andrea .

CENDED	RESPONSES				
GENDER	NO.	1			
MALES	185	96.9			
FEMALES	5	2.6			
Maria de la compansión	1	.5			
TOTAL	191	100.0			

RACE	RESP	ONSES
	NO.	8
WHITE	133	69.6
BLACK	42	22.0
OTHER	16	8.4
	Mile	
TOTAL	191	100.0

TYPE	RESPONSES					
UNIT	NO.	*				
TOE	104	54.5				
TDA	85	44.5				
	2	1.0				
TOTAL	191	100-0				

PERIOD IN		RVISED	A TOURS THE STATE OF THE	RDINATE	CO-WORKER WIT		
MONTHS	NO.	13	NO.	2	NO.	3	
Never	64	33.5	157	82.3	77	40.3	
1-6	15	7.9	1 11	5.7	14	7.3	
7-12	10	5.2	10	5.2	17	8.9	
13-18	14	7.3	3	1.6	9	4.7	
19-24	23	12.0	2	1.1	17_	8.9	
25-36	21	11.0	1	.5	23	12.0	
37+	42	1 22.0	6	3.1	32	16.8	
	2	1.1	1	.5	2	1-1-	
TOTAL	191	100.0	191	100.0	191	100.0	

MARITAL	RESPONSES						
STATUS	NO.	1					
Single	3	1.6					
Married	172	90.1					
Separated	6	3.1					
Divorced	0	A 7					
Widowed .	one	0					
A PROPERTY OF	1	5					
TOTAL							

TABLE A.1.4.81, Background Summary on Questionnaire Respondents. Sergeants Major Academy.

^{*} Incomplete or missing data

Number of Respondents: 191 Confidence Level: N/A

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime			
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1. Strength	24,6	42.4	19.4	13.6	12.6	33.5	26.2	27.7
2. Size	23.0	46.6	19.9	10.5	14.7	38.7	23.6	23.0
3. Grip	22.0	49.5	19.4	8.9	18.8	45.0	17.3	18.8
4. Coordination	27.7	52.9	14.7	4.7	21.5	45.5	19.9	13.1
5. Arm/Leg Length	28.3	55.5	11.0	5.2	21.5	50.3	14.7	13.6
6. Endurance	20.4	41.9	23.6	14.1	13.1	28.8	30.9	27.2
7. Menses	11.5	35.1	38.7	14.7	7.9	30.9	34.6	26.7
8. Pregnancy	5.8	22.0	27.2	45.0	3.1	9.4	23.6	63.9
9. Hygiene	13.6	47.1	22.5	16.8	6.8	33.0	31.9	28.3
10. Profiles	25.7	53.9	14.1	6.3	19.4	49.2	18.8	12.6
11. Emotion	11.5	50.8	27.2	10.5	6.3	35.1	30.4	28.3
12. Stress	13.6	49.7	28.8	7.9	8.4	38.7	30.4	22.5
13. Confidence	21.5	66.5	9.4	2.6	12.0	50.3	25.7	12.0
14. Toughness	15.7	46.1	23.0	15.2	9.4	27.2	32.5	30.9
15. Gain Respect	26.7	50.8	15.2	7.3	13.1	47.1	22.5	17.2
16. Aggressiveness	22.5	51.8	19.9	5.8	13.1	40.3	27.7	18.8
17. Mech Ability	27.2	56.5	11.0	5.2	18.3	53.9	14.7	13.1
18. Skills	21.5	46.6	22.5	9.4	11.0	39.3	27.7	22.0
19. Make Effort	7.3	12.6	50.3	29.8	22.5	38.2	19.9	19.4
20. Self Image	17.3	52.4	22.5	7.9	10.5	41.4	27.2	20.9
21. Leadership	17.8	60.2	17.8	4.2	13.6	42.9	26.7	16.8
22. Fraternization	15.2	45,5	27.7	11.5	8.4	40.3	30.4	20.9
23. Single Parent	9.9	42.9	30.9	16.2	6.8	34.6	28.3	30.4
24. Team Work	18.8	64.9	13.1	3.1	13.6	58.1	13.6	114.7
25. Are Capable	23.0	41.4	20.4	15.2	10.5	32.5	25.7	31.4
26. Should Allow	23.6	33.5	18.3	24.6	12.6	23.0	22.5	41.9

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.82. Summary of Questionnaire Responses (Sergeants Major Academy).

ART | 0.0011 EDE

TIME A. L. F. 83. Secretarian Survey on Guerriognates Researchers Commerce and Gameral Staff College.

NUMBER OF RESPONDENTS 793

CONFIDENCE LEVEN N/A

AGE	RESP	ONSES	YEARS	RESP	ONSES	GRADE	RESPO	INSES	EDUCATION	RESP	ONSES
(YRS)	NO.	8	SERVICE	NO.	8		NO.	8		NO.	%
17-20	None	.0	0-3	2	.3	E3-E4			Less than HS	No	
21-25		.0	4-5	2	.3	E5-E6	1915 17	0.00	High School		-
26-30	13	1.6	6-10	193	24.3	E7-E9	We division of		Some College	Da Ca	
31-35	435	54.9	11-15	461	58.1	W1-W4			College Grad		
36-40	307	38.7	16-20	90	11.3	01-02	NO	20 TEM	Grad School		
41-45	21	2.6	21-25	37	4.7	03-04	Data				
46+	6	.8	26+	8	1.0	05-06		3 43			
	11	1.4	*	None	.0	*					
		0.70									4200
TOTAL	793	200.0	TOTAL	793	100.0	TOTAL			TOTAL		40

	RESPONSES					
GENDER	NO.	3				
MALES	770	97.1				
FEMALES	9					
	14	1.8				
TOTAL	793	100.0				

RACE	RESPONSES					
	NO.	3				
WHITE	721	90.9				
BLACK	40	5.0				
OTHER	29	3.7				
	3	. 4				
TOTAL	793	100.0				

TYPE	RESPONSES						
UNIT	NO.	8					
TOE	41	5.2					
TDA	711	89.6					
	41	5.2					
TOTAL	793	100.0					

PERIOD IN		RVISED MEN		RDINATE WOMEN	CO-WORKER WITH WOMEN		
MONTHS	NO.	8	NO.	12	NO.	3 -	
Never	229	28.8	686	86.5	335	42.2	
1-6	43	5.4	40	5.0	86	10.8	
7-12	2	.3	1	.1	2		
13-18	122	15.4	43	5.4	142	17.9	
19-24	87	11.0	10	1.3	54	6.8	
25-30	116	14.6	- 6	.8	79	10.0	
:37+	194	24.5	1	.9		12.0	
	None	.0	None	.0	None	.0	
TOTAL	793	100.0	793	100.0	793	100.0	

MARITAL	RESPONSES					
STATUS	NO.	5				
Single	17	2.2				
Married	736	92.8				
Separated	8	1.0				
Divorced	24	3.0				
Widowed	0	.0				
17.00	8	1.0				
TOTAL	793	100.0				

TABLE A.1.4.83. Background Summary on Questionnaire Respondents, Command and General Staff College.

3-0-1-6

^{*} Incomplete or missing data

Number of Respondents: 793

Confidence Level: NA

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime			
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Di sagree
1. Strength	29.8	40.2	15.8	1336	25.0	32.2	17.6	24.7
2. Size	30.8	44.6	14.9	9.3	27.9	39.0	15.3	17.4
3. Grip	30.1	46.3	13.4	8.9	28.4	44.6	12.9	13.0
4. Coordination	35.1	54.4	6.1	4.1	33.3	51.6	7.3	7.3
5. Arm/Leg Length	31.7	51.7	9.6	6.1	30.4	48.7	10.8	9.0
6. Endurance	26.6	40.6	19.8	12.5	22.7	31.8	24.0	20.9
7. Menses	17.4	47.0	21.8	11.3	15,4	39.5	25.3	17.2
8. Pregnancy	9.1	18.9	25.9	45.1	6.7	9.5	19.2	63.6
9. Hygiene	21.9	40.9	23.8	12.6	17.0	34.2	26.1	21.8
10. Profiles	25.0	50.9	16.5	6.7	23,2	46.7	18.3	10.5
11. Emotion	19.3	57.3	16.4	6.7	16.6	44.4	22.7	15.6
12. Stress	21.3	58.5	14.4	5.5	18.2	46.4	21.2	13.7
13. Confidence	23.8	60.5	12.5	2.8	21.1	52.1	19.3	7.2
14. Toughness	19.9	47.8	22.4	9.7	18.2	33.9	26.7	20.7
15. Gain Respect	26.0	54.4	14.1	5.0	23.2	45.8	18.5	111.7
16. Aggressiveness	20.9	51.6	21.4	5.5	19.0	42.9	24.2	12.9
17. Mech Ability	27.5	55.6	12.1	4.0	25.3	51.4	13.2	6.3
8. Skills	22.4	44.6	22.7	9.7	20.3	37.3	24.8	16.6
19. Make Effort	32.8	54.7	8.1	3.8	30.0	49.6	12.4	7.3
20. Self Image	19.8	46.2	26.1	7.4	17.4	37.3	31.8	112.6
21. Leadership	22.1	57.1	16.0	4.4	19.3	46.5	23.0	10.6
22. Fraternization	16.8	44.6	25.3	12.4	14.5	41.4	25.6	17.5
23. Single Parent	15.3	33.5	29.6	29.6	12.9	24.0	27.9	34.4
24. Team Work	27.7	62.7	6.7	2.5	25.1	59.9	9.2	5.2
25. Are Capable	26.6	43.1	17.5	12.2	22.2	29.5	23.3	23.8
26. Should Allow	26.9	38.8	14.9	19.3	22.4	28.4	16.0	31.9

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.84. Summary of Questionnaire Responses (Command and General Staff College).

some price in the profession ?

NUMBER OF RESPONDENTS 7428

CONFIDENCE LEVEL

AGE	RESE	PONSES	YEARS	RES	PONSES	GRADE	RESP	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	8	SERVICE	NO.	2	Alexander	NO.		Ball Color Color Color	NO.	
17-20	1352	18.2	U-3	3035	2.3	E3-E4	3013	40.6	Less than HS	373	5.0
21-25	435	5.9	4-5	1161	40.9	E5-E6	2340	31.5	High School		50.6
26-30	1733	23.3	6-10	1558	15.6	E7-E9			Some College		
31-35	764	10.3	11-15	646	21.0	W1-W4		4.2	College Grad	859	
36-40	494	6.7	16-20	541	8.7	01-02	183	2.5	Grad School	345	4 6
41-45	231	3.1	21-25	206	7.3	03-04	669		*	36	
46+	74	1.0	26+	107	2.8	05-06				A STATE OF THE STATE OF	
*	2345	31.5	*	174		*	323				
TOTAL	7428	100.0	TOTAL	7428	100.0	TOTAL	7428	100.0	TOTAL	7428	100.0

	RESPONSES					
GENDER	NO.	8				
MALES	7428	100.0				
FEMALES	None	1 .0				
	None					
TOTAL	7428	100.0				

RACE	RESP	ONSES
13,47% T	NO.	8
WHITE	5092	22.8
BLACK	1690	68.6
OTHER	620	8.3
	26	
TOTAL	7428	100.0

TYPE	RESP	ONSES
UNIT	NO.	8
TOE	6035	81.2
TDA	1020	13.7
	373	5.1
TOTAL	7428	100.0

PERIOD IN MONTHS		RVISED		RDINATE		CO-WORKER WITH		
	NO.	1 %	NO.	18	NO.	3		
Never	4922	66.3	5990	80.6	4996	67.3		
1-6	663	8.9	662	8.9	753	10.1		
7-12	598	8.0	353	4.8	544	7.3		
13-18	264	3.6	104	1.4	274	3.7		
19-24	301	4.1	132	1.8	282	3.8		
25-30	288	3.8	68	.9	296	4.0		
379	317	4.3	42	.6	201	2.7		
	75	1.0	77	1.0	82	1.1		
TOTAL	7428	100.0	7428	100.0	7428	100.0		

MARITAL	RESP	ONSES		
STATUS	NO.	3		
Single	2303	31.0		
Married	4674	62.9		
Separated	139	1.9		
Divorced	272	3.7		
W1 dowed	9	1		
	31			
TOTAL	7428	100.0		

TABLE A.1. 4.85. Background Summary on Questionnaire Respondents, Wrap Up for Males.

^{*} Incomplete or missing data

Number of Respondents: 7428

Confidence Level: N/A

Women can work in this MOS/Specialty considering (issue).

	Perce	entage i	n Peace	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	
1. Strength	31.3	31.8	23.9	12.8	21.5	21.7	27.2	28.2	
2. Size	32.9	34.4	21.5	10.9	26.0	27.4	24.4	20.7	
3. Grip	35.6	35.2	21.5	9.1	29.9	31.5	21.9	115.2	
4. Coordination	39.4	39.2	13.8	6.8	33.6	33.9	17.8	113.0	
5. Arm/Leg Length	38.4	39.1	14.9	6.8	34.5	35.0	17.3	111.5	
6. Endurance	31.1	30.8	24.4	13.3	22.0	21.0	30.8	24.6	
7. Menses	21.8	21.1	35.1	20.4	15.4	15.5	33.5	32.6	
8. Pregnancy	8.9	8.2	30.9	51.2	4.8	4.9	22.7	166.1	
9. Hygiene	25.8	24.7	30.8	17.6	19.2	18.5	32.1	128.1	
10. Profiles	33.4	33.5	20.8	11.5	28.7	29.3	22.5	117.7	
11. Emotion	33.5	33.7	21.8	10.3	22.7	22.1	29.8	23.5	
12. Stress	31.5	31.4	26.1	10.2	21.2	21.6	31.6	23.9	
13. Confidence	41.3	41.3	12.1	4.5	32.9	32.6	22.3	110.5	
14. Toughness	28.1	28.0	30.0	13.4	18.7	118.4	32.8	28.4	
15. Gain Respect	39.2	40.2	13.5	6.4	32.0	33.3	20.1	13.1	
	35.5	35.5	21.0	7.3	26.8	26.9	27.9	16.8	
17. Mech Ability	36.5	36.5	18.6	7.5	31.8	31.7	21.5	113.3	
18. Skills	33.4	33.7	23.1	9.1	26.3	26.5	27.8	17.5	
19. Make Effort	37.0	38.1	16.2	8.0	29.6	30.7	22.3	115.8	
20. Self Image	28.8	28.2	31.2	10.8	22.9	21.9	32.9	20.3	
21. Leadership	35.9	35.6	19.9	7.8	25.4	25.8	28.3	18.3	
	24.1	24.7	31.5	18.7	19.1	20.5	30.6	27.8	
23. Single Parent	27.6	27.0	27.1	17.4	19.0	18.5	28.0	32.8	
24. Team Work	42.1	42.3	9.8	5.1	35.5	35.7	16.8	10.3	
25. Are Capable	31.3	32.3	22.2	13.7	21.3	21.6	28.7	26.8	
26. Should Allow	30.1	28.6	17.5	22.7	20.8	19.8	21.2	136.5	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.86. Wrap up of Questionnaire Responses (Male).

THE STATE OF SHEETING

California expensión per en englación de la calenda de la

To Brow Stor & mile

LINE DECEMBER TO SOUTH TOTAL

NUMBER OF RESPONDENTS 204

CONFIDENCE LEVEL

AGE	STREET, STREET	ONSES	YEARS	processing to the contract of	PONSES	GRADE		ONSES	EDUCATION		ONSES
(YRS)	NO.	8	SERVICE	NO.	8	-	NO.	2	3 30 30 67	NO.	%
17-20	52	25.5	0-3	152	74.5	E3-E4	135	66.2	Less than HS	3	1.5
21-25	8	3.9	4-5	29	14.2	E5-E6	38	18.5	High School	114	55.9
26-30	28	13.7	6-10	8	3.9	E7-E9	4	2.0	Some College	71	34.8
31-35	111	5.4	11-15	5	2.5	W1-W4	2	1.0	College Grad	10	4.9
36-40	Δ.	2.0	16-20	7	3.4	01-02	6	2.9	Grad School	6	2.9
41-45	None	0	21-25	1	_5	03-04	5	2.5	Sept. 18	None	.0
46+	None	0	26+	1	.5	05-06	1	.5	A. C.		
	101	49.5	*		.5	-	13	6.4			
TOTAL	204	100.0	TOTAL	204	100.0	TOTAL	204	100.0	TOTAL	204	100.0

	RESP	ONSES
MALES FEMALES	NO.	*
MALES	None	
MALES FEMALES	204	100.0
	None	
TOTAL	204	100.0

RACE	RESPONSES					
	NO.	8				
WHITE	133	65.2				
BLACK	58	28.4				
OTHER	12	5.9				
	1	.5				
TOTAL	204	100.0				

TYPE	RESP	ONSES
UNIT	NO.	8
TOE	144	70.6
TDA	42	20.6
	18	8.8
TOTAL	204	100.0

PERIOD IN MONTHS		RYISED	The state of the state of the	RDINATE WOMEN		CO-WORKER WITH WOMEN		
	NO.	8	NO.	8	NO.	8		
Never	117	57.4	100	49.0	48	23.5		
1-6	30	14.6	38	18.6	26	12.7		
7-12	14	6.9	22	10.8	27	13.3		
13-18	8	3.9	3	1.4	21	10.3		
19-24	14	6.9	13	6.4	22	10.8		
25-36	4	2.0	13	6.4	37	18.1		
3/+	10	4.9	10	4.9	19	9.3		
	7	3.4	5	2.5	4	2.0		
TOTAL	204	100.0	204	100.0	204	100.0		

MARITAL	RESP	ONSES		
MARITAL STATUS Single Married Separated Ulvorced Widowed	NO.	8		
Single	100	49.0		
	81	39.7		
Separated	I	3.4		
Divorced	15			
MI dowed	None			
TOTAL	204	100.0		

TABLE A.1.4.87. Background Summary on Questionnaire Respondents, Wrap Up for Females.

^{*} Incomplete or missing data

Number of Respondents: 204 Confidence Level: NA

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Percentage in Wartime				
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	
1. Strength	33.8	43.1	17.6	4.9	30.4	29.4	21.1	18.1	
2. Size	31.9	42.2	17.6	8.3	28.4	33.8	17.2	19.1	
3. Grip	36.8	37.7	18.6	5.9	32.8	33.3	18.6	13.2	
4. Coordination	45.6	42.6	8.3	3.4	43.1	35.8	11.3	8.8	
5. Arm/Leg Length	38.7	38.7	14.2	7.8	32.8	36.8	14.7	14.2	
6. Endurance	37.3	40.2	16.7	5.4	29.9	29.9	26.0	14.7	
/. Menses	30.9	37.3	24.0	6.9	22.5	29.4	24.5	21.6	
8. Pregnancy	13.7	16.7	32.8	36.3	7.4	9.8	25.0	56.9	
9. Hygiene	33.8	30.9	24.0	9.8	23.5	25.0	23.5	25.0	
10. Profiles	38.2	39.2	13.7	8.8	34.3	34.8	20.1	8.3	
II. Emotion	40.2	46.1	10.8	2.5	25.0	37.8	26.0	11.8	
12. Stress	39.7	40.7	14.2	4.9	31.4	29.4	23.0	13.7	
13. Confidence	45.6	45.1	5.4	3.9	34.3	39.2	18.1	7.4	
14. Toughness	35.8	43.6	13.2	7.4	30.0	27.0	27.0	19.1	
15. Gain Respect	42.6	44.6	7.8	4.4	34.8	40.2	11.8	10.8	
16. Aggressiveness	39.7	43.1	13.2	3.9	29.9	34.8	23.5	10.8	
17. Mech Ability	37.7	44.1	13.7	3.4	34.3	36.3	20.1	7.4	
18. Skills	37.7	39.7	19.1	2.9	27.5	33.3	24.5	11.8	
19. Make Effort	41./	40.7	11.8	4.9	34.8	39.2	17.2	6.4	
20. Self Image	38.7	33.3	20.6	6.4	31.9	26.0	30.9	9.3	
21. Leadership	40.2	47.1	8.8	2.5	35.8	39.2	14.2	7.3	
22. Fraternization	36.3	37.7	14.2	9.8	34.8	33.3	16.2	13.2	
23. Single Parent	29.9	40.2	22.1	7.4	18.1	27.0	31.4	22.1	
24. leam Work	44.1	50.0	3.9	1.5	39.2	44.6	10.3	3.9	
25. Are Capable	40.7	44.6	9.3	4.4	28.4	36.8	21.1	11.8	
26. Should Allow	34.3	43.6	12.3	9.3	23.5	37.3	16.7	20:6	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.88. Wrap Up of Questionnaire Responses (Female).

I Industriete er misstey akt.

NUMBER OF RESPONDENTS 7751

CONFIDENCE LEVEL N/A

AGE	RES	PONSES	YEARS	RES	PONSES	GRADE	RESE	ONSES	EDUCATION	RESP	ONSES
(YRS)	NO.	8	SERVICE	NO.	8	<u>rahranu</u>	NO.	%	20K 2110 01	NO.	%
17-20	1419	18.3	0-3	3236	41.7	E3-E4	3206	41.4	Less than HS	385	5.0
21-25	447	5.8	4-5	1211	15.7	E5-E6	2414	31.1	High School	3949	50.9
26-30	1782	23.0	6-10	1592	20.5	E7-E9	442	5.7	Some College	21501	27.7
31-35	785	10.0	11-15	659	8.6	W1-W4	316	4.1	Coliege Grad	873	11.3
36-40	500	6.5	16-20	552	7.1	01-02	191	2.5	Grad School	353	4 6
41-45	234	3.0	21-25	213	2.7	03-04	677	8.7	* **	41	
46+	76	1.0	26+	108	1.4	05-06	156	2.0			
*	2508	32.4	*	180	2.3	*	349	4.5			
TOTAL	7751	100.0	TOTAL	7751	100.0	TOTAL	7751	100.0	TOTAL	.7751	100 0

	RESP	ONSES
GENDER	NO.	8
MALES	7428	95.8
FEMALES	204	2.6
	119	1.0
TOTAL	7751	100.0

RACE	RESP	ONSES
	NO.	2
WHITE	5278	68.1
BLACK	1793	23.1
OTHER	640	8.3
	40	.5
TOTAL	7751	100.0

TYPE		ONSES
UNIT	NO.	<u> </u>
TOE	6271	80.9
TDA	1068	13.8
	412	5.3
TOTAL	7751	100.0

PERIOD IN		RVISED		RDINATE WOMEN		ORKER WITH
MONTHS	NO.	%	NO.	8	NO.	2
Never	5123	66.1	6191	79.9	5125	66.1
1-6	700	9.0	708	9.1	792	10.2
7-12	625	8.1	382	4.9	580	7.5
13-18	273	3.5	107	1.4	297	3.8
19-24	320	4.1	145	1.9	310	4.0
25-36	294	3.8	81	1.0	338	4.4
3/+	332	4.3	53	.7	222	2.9
	84	1.1	84	1.1	87	1.1
TOTAL	7751	100.0	7751	100.0	7751	100.0

MARITAL	RESP	ONSES
STATUS	MO.	9
Single	2436	31.4
Married	4815	62.2
Separated	150	1.9
Divorced	290	3.7
Widowed	9	.2
	51	.6
TOTAL	7751	100.0

* Incomplete or missing data

TABLE A.1.4.89. Background Summary on Questionnaire Respondents, Wrap Up for Males and Females.

Number of Respondents: 7751 Confidence Level: N/A

Women can work in this MOS/Specialty considering (issue).

	Perce	ntage i	n Peace	time	Perc	entage	in Wart	ime
Issue	Strongly Agree	Agree	Dis- Agree	Strongly Disagree	Strongly Agree	Agree	Dis- Agree	Strongly Disagree
1. Strength	31.3	32.1	23.8	12.5	21.7	21.9	27.1	27.9
2. Size	32.8	34.6	21.4	10.9	26.1	27.4	24.3	20.7
3. Grip	33.6	35.1	21.5	9.1	30.0	31.4	21.9	15.2
4. Coordination	39.6	39.3	13.7	6.7	33.8	33.9	17.7	12.9
5. Arm/Leg Length	38.5	39.1	14.9	6.9	34.5	35.0	17.3	111.6
6. Endurance	31.3	30.9	25.3	11.9	22.2	21.3	30.7	24.2
/. Menses	21.9	21.5	34.8	20.1	16.0	15.8	33.2	32.4
8. Pregnancy	9.1	8.5	31.0	50.7	4.9	5.1	22.8	65.6
9. Hygiene	26.0	24.8	30.6	17.4	19.3	18.7	31.8	28.1
10. Profiles	33.5	33.6	20.8	11.4	28.8	29.3	22.6	17.5
II. Emotion	33.7	34.0	21.5	10.1	22.8	22.4	29.7	23.2
12. Stress	31.8	31.5	25.8	10.1	21.4	21.8	31.4	23.7
13. Confidence	41.5	41.4	11.9	4.5	33.1	32.7	22.2	10.4
14. Toughness	28.4	28.4	29.3	13.2	19.0	18.6	32.7	28.1
15. Gain Respect	39.4	40.2	13.4	6.4	32.1	33.4	19.9	13.1
16. Aggressiveness	35.7	35.6	20.7	7.2	26.9	27.0	27.7	16.6
17. Mech Ability	36.6	36.7	18.5	7.4	31.9	31.7	21.5	13.1
18. Skills	33.6	33.8	22.9	8.9	26.5	26.6	27.8	17.3
19. Make Effort	37.1	38.0	16.1	8.0	29.8	30.8	22.3	15.5
20. Self Image	29.1	28.3	30.9	10.7	23.1	22.0	32.9	20.0
21. Leadership	36.2	35.9	19.5	7.7	25.8	26.1	27.8	18.6
22. Fraternization	24.5	25.0	31.0	18.4	19.6	20.7	30.2	27.4
23. Single Parent	27.7	27.3	27.0	17.2	19.0	18.6	28.1	32.5
24. Team Work	42.3	42.4	9.7	5.0	35.7	35.8	16.7	10.1
25. Are Capable	31.5	32.7	22.0	13.4	21.5	22.0	28.5	26.4
26. Should Allow	30.2	29.3	17.4	22.3	20.9	20.2	21.1	36.0

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.1.4.90. Wrap Up of Questionnaire Responses (Male and Female).

ANNEX 5

COMPLETED MATRICES BASED ON MOS/SSI ANALYSIS

- 1. This annex contains copies of the matrices that resulted from the detailed analysis of the MOS/SSI that were closed to women at the beginning of EWITA or were known to pose problems for female incumbents. Matrices are also included for those above baseline MOS/SSI with critical physical tasks that resulted in recommendations of closure to women.
- 2. The contents of the annex are:

Title	Page
Analyses of Selected Officer SSI	A-1-5-2
Analyses of Selected Warrant Officer MOS	A-1-5-18
Analyses of Selected Enlisted MOS	A-1-5-27

(24) Pro (20) promote 2 (50) Bank notes - 38 (4) Process Francisco - 38 (4) Process Francisco - 34 (5) Process Francisco - 34 (6) Process Francisco - 34 (7) Process

s. 15 - Excised from control units, (costs) 1 mag sager beach for senior

reviewed est growing of alds to lead touries that yourgest is all a service strainty of the private and the service services to the service services and the services to the services and the services are services to the services as the services are services to the services are services as the services are services are services as the services are services as the

Rock Per 1904 | The Coll 134 be closed to women by virgos of aprended at a contract of prince the contract of the collection of the collec

13 ... 3

EVALUATION OF SSI 13A CANNON FIELD ARTILLERY OFFICER

	A	DISCRIMINA B	TING FACTORS	0
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO	
2. CRITICAL TASK	UNK			NO-GO
3. PHYSICAL REQUIREMENTS	UNK		GO	
4. FIELD SURVEY OPINIONS			NO-GO	NO-GO
5. OTHER SOURCES	NO-GO	UNK		NO-GO
DISCUSSION: 1. NO-GO Rationale a. 5A - Closed	by DA decisi	on, 20 Dec 77.		
1. NO-GO Rationale a. 5A - Closed b. With 94% co 4C - endura 2D - lack 1 5D - tought aggres 2. Challenges. a. 1B - Exclud	d by DA decisionfidence, issuance (68), strate skills (5) ness (70), selssiveness (51) ded from canno pany grade offer enlisted MOS	ues (%): ength (66), siz 4D - in f-image (61), en , leadership (4) n units, female icer must be ab through skill	capable (74) motional control (8), withstand strong s lack experience le to perform the level 3 of the pri	for senior
1. NO-GO Rationals a. 5A - Closes b. With 94% co 4C - endura 2D - lack to 5D - tought aggres 2. Challenges. a. 1B - Exclusions. b. 3C - A compreguirements of the	d by DA decisionfidence, issuance (68), strate skills (5) ness (70), selssiveness (51) ded from cannopany grade offerenlisted MOS 13E and 13F	ues (%): ength (66), size 4D - in f-image (61), en , leadership (4) n units, female icer must be ab through skill re closed to wome	capable (74) motional control (8), withstand strong s lack experience le to perform the level 3 of the primales. n by virtue of car	for senior physical mary

EVALUATION OF SSI 13B LIGHT MISSILE FIELD ARTILLERY OFFICER

i and the		ANTHA	DISCRIMINA B	TING FACTORS C	D
	CE OF MOS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	60	
2.	CRITICAL TASK	UNK			UNK
3.	PHYSICAL REQUIREMENTS	UNK		UNK	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	UNK		UNK

DISCUSSION:

- 1. Majority of 13B positions are in Europe. Rotation to stateside is into 13A positions, which are being recommended by EWITA to remain closed to women. Information for determination of answer for 5B is unavailable as SSI 13B is considered part of the 13-series and not considered separately. Opening this SSI to women will cause them to either stay overseas or get significantly less experience in their early years.
- 2. As a junior leader, this SSI will supervise enlisted personnel primarily from 15D, 15F, and 15J. These MOS are closed until physical capabilities testing is developed.

RECOMMENDATION: That SSI 13B be closed to women based on career progression until FA Branch establishes officer personnel management doctrine that insures two separate tracks, cannon and missile.

IMPACT ON RESERVE COMPONENT: Career progression should not be a constraint to opening this SSI within the Reserve Component.

EVALUATION OF SSI 13C HEAVY MISSILE FIELD ARTILLERY OFFICER

	- Average	COLD TO SECURITY AND SECURITY A	TING FACTORS	
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO	
2. CRITICAL TASK	UNK			UNK
3. PHYSICAL REQUIREMENTS	UNK		UNK	
4. FIELD SURVEY OPINIONS			UNK	UNK
mayailable as SSI ered separately. (ns. Information 13C is considerable Signature (1987)	on for determina ered part of the SI to women wil	13-series and no	or 5B is
SOURCES DISCUSSION: Majority of 130 closed 13A position	C positions are ns. Informatic 13C is conside Opening this Si gnificantly les	e in Europe. Roon for determinated part of the SI to women will as experience in closed MOS, 150	ation of answer for 13-series and no leave them to en early years.	de is into or 5B is ot consid- ither stay
SOURCES DISCUSSION: Majority of 130 closed 13A position unavailable as SSI ered separately. (everseas or get sign	C positions are ns. Informatic 13C is conside Opening this Si gnificantly les	e in Europe. Roon for determinated part of the SI to women will as experience in closed MOS, 150	ation of answer for 13-series and no le cause them to et arly years.	de is into or 5B is ot consid- ither stay
SOURCES DISCUSSION: Majority of 130 closed 13A position unavailable as SSI ered separately. (everseas or get sign	C positions are ns. Informatic 13C is conside Opening this Si gnificantly les	e in Europe. Roon for determinated part of the SI to women will as experience in closed MOS, 150	ation of answer for 13-series and no leave them to en early years. 1. 15J and 21G.	de is into or 5B is ot consid- ither stay
SOURCES DISCUSSION: Majority of 130 closed 13A position unavailable as SSI ered separately. (everseas or get sign	C positions are ns. Informatic 13C is conside Opening this Significantly les predominantly nat SSI 13C be A Branch estab	e in Europe. Recommended part of the SI to women will se experience in closed MOS, 150 closed to women blishes officer.	ation of answer for 13-series and not cause them to en early years. 1. 15J and 21G. 2. based on career personnel management	de is into or 5B is ot consid- ther stay

EVALUATION OF SSI 13D FIELD ARTILLERY TARGET ACQUISITION OFFICER

		A	DISCRIMINA B	TING FACTORS C	Ú
	ICE OF MOS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO DO	GO ĐÃ	GO	
2.	CRITICAL TASK	UNK			UNK
3.	PHYSICAL REQUIREMENTS	UNK		UNK	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	UNK	UNK		UNK

DISCUSSION:

- 1. Challenge.
- a. 1A acts as commander of a target acquision battery, and as a leader of radar and survey sections, which have been closed, due to relation to direct operation of artillery weapons.
- b. 1B while no documentation exists in AR 611-101 regarding career progression of 13D, the SSI is present in grades 01-03 and must revert to 13A, B, or C at the 0-4 level. SSI 13A, B and C are closed.
- 2. The 20 Dec 77 DA decision neither specifically opened 13D, as it did 13B and 13C, nor closed it, as it did 13A.
- 3. Proponent school recommended closure based on enlisted MOS supervised being closed, 4 of 5 officers in Tgt Acq Btry are constantly on or near FEBA and progression only to U-3 with reversion to 13A, B or C at U-4.

RECOMMENDATION: That SSI 13D be closed to women based on CED and career progression.

IMPACT ON RESERVÉ COMPONENT: Recommendation compatible.

EVALUATION OF SSI 14A AIR DEFENSE ARTILLERY OFFICER, GENERAL

		A	DISCRIMINA B	TING FACTORS	
SOUR	ICE OF MOS VIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	GO			UNK
3.	PHYSICAL REQUIREMENTS	N/A		G0	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	UNK		UNK
	the state of the s				
I SCU	SSION:				
	to as the car	un jaeril nag Jeljas Kitilis Temerine 2010 Jaerin eta Jiel Bursch e	A CT TOWN TO THE CONTROL OF THE CONT	verso ng senso i verso ng senso i senso manada et a senso manadaba et o ng manadaba et o ng manadaba	
	Teedlay Duri	t SSI 14A be o	pen to women.		

EVALUATION OF SSI 14B SHORAD OFFICER

CURRENTLY: OPEN CLOSED RECOMMENDATION: OPEN CLOSED

		A	DISCRIMINA B	C C	D
	ICE OF MOS JIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ 'LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO to	GO O	GO	
2.	CRITICAL TASK	GO			NO GO
3.	PHYSICAL REQUIREMENTS	N/A		GO	
4.	FIELD SURVEY OPINIONS			NO GO	NO GO
5.	OTHER SOURCES	NO GO	UNK		NO GO

DISCUSSION:

- NO-GO Rationale.
 - a. 5B closed by DA decision, DEC 77 b. With 88% confidence, issues (%)
 - - 4C endurance (47) 2D - skills (48)
 - 4D incapable of performing job (58) 5D toughness (57), self-image (53), emotional control (46), stress (42)
- Challenge.
- a. 1A, 3C The officer must be able to perform the physical requirements of the enlisted MOS through skill level 3. This officer supervises a preponderance of personnel in closed MOS, 16P and 16R, based
- b. 28 The preponderance of duties of command, XO and platoon leader are in closed TOE's. Competitiveness with peers for promotion to 0-4 is questionable.
- 3. Proponent concurs.

RECOMMENDATION: That SSI 148 be closed to women based on CED, career progression and physical requirements

IMPACT ON RESERVE COMPONENT: Recommendation compatible.

EVALUATION OF SSI 14C NIKE HERCULES MISSILE AIR DEFENSE ARTILLERY OFFICER

CURRENTLY:	OPEN	CLOSED X	RECOMMENDATION:	OPEN X	CLOSED

		A	DISCRIMINA B	TING FACTORS C	Ď
	ICE OF MOS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	G0	
2.	CRITICAL TASK	GO			NO GO
3.	PHYSICAL REQUIREMENTS	N/A		GO .	
4.	FIELD SURVEY OPINIONS			NO GO	NO GO
5.	OTHER SOURCES	GO	GO		NO GO

DISCUSSION:

- 1. NO GO Rationale.
- a. 4C The officer incumbents surveyed at a 88% confidence level indicate that women have a problem with endurance (47%).
- b. 2D & 5D The officer incumbents surveyed at a 88% confidence level indicate women would have problems in skills (48%), toughness (57%), self image (53%), emotion (46%), and stress (42%) within this officer specialty.
- c. 4D 58% of the officer incumbents surveyed at a 88% confidence level indicate women are not capable of performing in this specialty.
- 2. Proponent concurs.
- 3. See objective 4, Housing, considering ADA isolated sites.

RECOMMENDATION: That SSI 14C be open to women.

serve the recommendation of agreets has the life that the think the think the

Market on the metalent constitution of the contraction of the contract

transpersion and pherson requerences

EVALUATION OF SSI 14D HAWK MISSILE AIR DEFENSE ARTILLERY OFFICER

		A STATE OF THE PARTY OF THE PAR		and the second second	
CHEDENTI V.	OPEN	CINCED TY	DECOMMENDATION.	ADEN CV	CLOCED
CONNENTET.	OFEN	CLOSED X	RECOMMENDATION:	UPENIX	CLUSEDI
		CONTROL OF THE PARTY OF THE PAR			

		A 14	DISCRIMINA B	TING FACTORS	D
	CE OF MOS JIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO (SA)	GO	GO	
2.	CRITICAL TASK	GO			NO GO
3.	PHYSICAL REQUIREMENTS	GO		GO GO	
4.	FIELD SURVEY OPINIONS			NO GO	NO GO
5.	OTHER ' SOURCES	GO	GO		NO GO

DISCUSSION:

- 1. NO GO Rationale.
- a. .4C The officer incumbents surveyed at a 88% confidence level indicate that women have a problem with endurance (47%).
- b. 2D & 5D The officer incumbents surveyed at a 88% confidence level indicates women would have problems in skills (48%), toughness (56%), self image (53%), emotion (46%) and stress (42%) within this officer specialty.
- c. 4D 58% of the officer incumbents surveyed at a 88% confidence level indicate women are not capable of performing in this specialty.
- 2. Proponent concurs.
- 3. See objective 4, Housing, considering ADA isolated sites.

RECOMMENDATION: That SSI 14D be open to women.

Same of the second second

EVALUATION OF SSI 14E SAFEGUARD BALLISTIC MISSILE AIR DEFENSE ARTILLERY OFFICER

1	and the Address Control of the Manner	THE ALL STATES	DISCRIMINA B	TING FACTORS	D
	CE OF MOS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	.GO	
2.	CRITICAL TASK	60			UNK
3.	PHYSICAL REQUIREMENTS	N/A		GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER	GO	UNK		UNK
	SOURCES USSION:	50 (40 (40 (40 (40 (40 (40 (40 (40 (40 (4	e ta be synne onneno o gask		
	SOURCES USSION:	ringa NSS 8 75 Face of the same of the sam	energons affek Doganne skalig Dogan	eingerwan teaffi milas a gradia gast morise al	orion fund ell. 1- fle A NA cal demok della.
	SOURCES USSION:	ring 188 s co responding d responding	Dovernos etable Dovernos etable Soel e inagent Ordulas de CDO do Ordulas es númbro	straceMant 153/ft maintain a 2001 a reast married at zeridana aved ain tale and 180/file	THE A WAR THE STATE OF THE SAME AND A SAME AS A SAME A SAM
	SOURCES USSION:	ring 188 s co responding d responding	Dovernos etable Dovernos etable Soel e inagent Ordulas de CDO do Ordulas es númbro	singerWant issift outload a section of the section	ant with a contract of the con
	SOURCES USSION:		BONEYOU O DE EN BONEYOU O ARGE BONE O TABLES BONE O TRANSPORT BONE O TRANS	The services of the services in the services of the services o	ant a te a contract to the con
DISC	SOURCES USSION:		onnersone gifes beggenne ethog sael i hag gif reducts to 190 he exactor on a	The colour topics of the colour transfer to the colour transfer	ant a te and
DISC	SOURCES USSION:		open to women.	The colour topics of the colour transfer to the colour transfer	ant a second and a
DISC	SOURCES USSION:		open to women.	The district of the control of the c	ant a second and a

EVALUATION OF SSI 14F GUIDED MISSILE SYSTEMS OFFICER

for the contract of the second	A	DISCRIMINA	TING FACTORS C	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO Ja	GO	60	
2. CRITICAL TASK	GO			UNK
3. PHYSICAL REQUIREMENTS	N/A		GO	
4. FIELD SURVEY OPINIONS			UNK	UNK
	60	UNK		UNK
5. OTHER SOURCES				
SOURCES				
SOURCES		open to women.		
SOURCES DISCUSSION:		open to women.		

EVALUATION OF SSI 14G AIR DEFENSE ARTILLERY CUMMAND & CONTROL OFFICER

	A	DISCRIMINA	TING FACTORS	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	, G0	GO	
2. CRITICAL TASK	GO			UNK
3. PHYSICAL REQUIREMENTS	N/A		GO	
4. FIELD SURVEY OPINIONS			UNK	UNK
5. OTHER SOURCES	GO	UNK		UNK

DISCUSSION:

RECOMMENDATION: That SSI 14G be open to women.

EVALUATION OF SSI 15A AVIATION OFFICER GENERAL

Charles and the many of the property of the	A	B	TING FACTORS	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO 438	GO	
2. CRITICAL TASK	60			NO GO
3. PHYSICAL REQUIREMENTS	N/A		UNK	
4. FIELD SURVEY OPINIONS			NO GO	NO GO
		The state of the s	WIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII	
4C - endurance	(54) 2D	- skills (49)	es (%)	NO GO
SOURCES PISCUSSION: NO GO Rational 4C - endurance 4D - incapable 5D - toughness leadership (50) Challenge: Work s needed to asses	e. With 91% co (54) 2D of performing (63), emotion), aggressiven men are serving s the validity absence of suc	onfidence, issu skills (49) job (61) al control (58) ess (50), stres g effectively i of the percept	, self-image (52) s (48) n this MOS. Furth	ner study
SOURCES DISCUSSION: NO GO Rational 4C - endurance 4D - incapable 5D - toughness leadership (50	e. With 91% co (54) 2D of performing (63), emotion), aggressiven men are serving s the validity absence of suc	onfidence, issu skills (49) job (61) al control (58) ess (50), stres g effectively i of the percept	, self-image (52) s (48) n this MOS. Furth	and the state of t
SOURCES DISCUSSION: NO GO Rational 4C - endurance 4D - incapable 5D - toughness leadership (5U Challenge: Work s needed to asses liscussion. In the co close this SSI	e. With 91% co (54) 2D of performing (63), emotion), aggressiven men are serving s the validity absence of suc to women.	onfidence, issu-skills (49) job (61) al control (58) ess (50), stres g effectively i of the percept ch, there appea	, self-image (52) s (48) n this MOS. Furth ions cited in the rs to be insuffict	ner study
SOURCES DISCUSSION: NO GO Rational 4C - endurance 4D - incapable 5D - toughness leadership (5U Challenge: Work s needed to asses liscussion. In the co close this SSI	e. With 91% co (54) 2D of performing (63), emotion), aggressiven men are serving s the validity absence of suc to women.	onfidence, issu-skills (49) job (61) al control (58) ess (50), stres g effectively i of the percept ch, there appea	, self-image (52) s (48) n this MOS. Furth ions cited in the rs to be insuffici	ner study

EVALUATION OF SSI 15B AVIATION OFFICER, COMBAT

CURRENTLY:	OPEN X	CLOSED	RECOMMENDATION:	Open X	CLOSED
CORRENTET.	OPEN	CLUSED	RECOMPENDATION.	oben [V]	CLUSED

		A	DISCRIMINA B	TING FACTURS	D
	CE OF MOS JIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	GO			UNK
3.	PHYSICAL REQUIREMENTS	N/A		UNK	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	GO		UNK

DISCUSSION:

- 1. The DA decision of 20 Dec 77 permits women in this SSI but forbids them from piloting an aircraft in an attack role.
- 2. EWITA concurs with this concept, provided that implementation of this decision does not put women in a no win situation with respect to career progression.

requirer.

RECOMMENDATION: That SSI 15B be opened to women subject to being precluded from piloting aircraft in the attack or scout mode.

EVALUATION OF SSI 21A COMBAT ENGINEER OFFICER

	A	B	TING FACTORS C	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	NO GO	GO	N/A	
2. CRITICAL TASK	NO GO			N/A
3. PHYSICAL REQUIREMENTS	GO 🐷		N/A	
4. FIELD SURVEY OPINIONS			UNK .	UNK
5. OTHER	NO GO	N/A		UNK
SOURCES DISCUSSION: NO GO Rationale.	res to fight a	c infantry		
OISCUSSION: 40 GO Rationale. a. 1A - Prepa b. 2A - Comma	nds or assists		of an engineer un	
DISCUSSION: NO GO Rationale. a. 1A - Prepa b. 2A - Commain combat engineer	nds or assists ing.	the commander	of an engineer unt	it engaged
DISCUSSION: NO GO Rationale. a. 1A - Prepa b. 2A - Commain combat engineer	nds or assists ing.	the commander		it engaged
DISCUSSION: NO GO Rationale. a. 1A - Prepa b. 2A - Commain combat engineer	nds or assists ing.	the commander	of an engineer uni	it engaged
DISCUSSION: NO GO Rationale. a. 1A - Prepa b. 2A - Commain combat engineer	nds or assists ing.	the commander	of an engineer uni	it engaged
DISCUSSION: NO GO Rationale. a. 1A - Prepa b. 2A - Commain combat engineer	nds or assists ing.	the commander	of an engineer uni	it engaged
DISCUSSION: NO GO Rationale. a. 1A - Prepa b. 2A - Commain combat engineer	nds or assists	the commander	of an engineer uni	it engaged
DISCUSSION: 10 GO Rationale. a. 1A - Prepa b. 2A - Commain combat engineer	nds or assists ing.	the commander of	of an engineer uni	it engaged

EVALUATION OF SSI 21B CONSTRUCTION ENGINEER OFFICER

CURRENTLY:	OPEN X	CLOSED	RECOMMENDATION:	OPEN	CLOSED
				AND DESCRIPTION OF THE PERSON NAMED IN	THE R. P. LEWIS CO., LANSING, MICH.

par styler i		A	DISCRIMINA	TING FACTORS	D
SOURCE OF MOS REQUIREMENTS		CUMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	NO GO	GO .	N/A	
2.	CRITICAL TASK	NO GO			UNK
3.	PHYSICAL REQUIREMENTS	GO (1)		GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	N/A		UNK

DISCUSSION:

- 1. NO GO Rationale.
 - a. 1A Prepares to fight as infantry.
- b. 2A Commands or assists the commander of an engineer unit engaged in heavy combat engineering.
- 2. The primary enlisted MOS that form the basis of the units that this officer will be assigned to as a junior leader are closed.

RECOMMENDATION: That SSI 21B be closed to women based on CED

IMPACT ON RESERVE COMPONENT: Recommendation compatible.

EVALUATION OF SSI 25A COMBAT SIGNAL OFFICER

CURRENTLY:	OPENIX	CLOSED	RECOMMENDATION:	OPEN	CLOSED
				J. L.	020020

		TOTAL SECTION	DISCRIMINA B	TING FACTORS	D
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	60 to	GO (S)	GO .	
2.	CRITICAL TASK	GO			GO
3.	PHYSICAL REQUIREMENTS	N/A		GO	
4.	FIELD SURVEY UPINIONS			NO GO	NO GO
5.	OTHER SOURCES	GO			GO

DISCUSSION:

- 1. NO GO Rationale. 61% of 25A surveyed indicated:
 - a. 4C Endurance to be a significant problem for women.
- b. 4D-48% of 25A surveyed feel women are not capable in this SSI during wartime.
- Challenge. In the judgment of EWITA the attitudes and perceptions of the specialty encumbents do not warrant closure.

RECOMMENDATION: THAT SSI 25A remain open to women.

THE ON TRACKS CONTRACTOR OF THE SECOND STATES OF THE

EVALUATION OF MOS 100E PILOT, AH-1G

CURRENTLY: OPEN CLOSED X RECOMMENDATION: OPEN CLOSED X

		TERATION DAYS	D		
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	NO-GO			NO-GO
3.	PHYSICAL REQUIREMENTS	N/A		UNK	
4.	FIELD SURVEY OPINIONS			NO-GO	NO-GO
5.	OTHER SOURCES	NO-GO	N/A		NO-GO

DISCUSSION:

NO-GO Rationale.

- a. 2A Employ the attack helicopter as an offensive weapons system to engage the enemy or to augment the fires of friendly ground-based weapons.
 - b. 5A Closed by DA decision, 20 December 77.
- With 90% confidence: issues (%) 4C endurance (44), 2D skills (44)

 - 4D incapable of performing job (61) 5D emotional control (56), toughness (55), aggressiveness (54), stress (52), self-image (51), leadership (45)

RECOMMENDATION: That MOS 100E remain closed to women based on CED.

IMPACT ON RESERVE COMPONENT: Recommendation compatible.

EVALUATION OF MOS 201A METEOROLOGY TECHNICIAN

	A	DISCRIMINA B	TING FACTORS	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO .	GO Ja	GO	
2. CRITICAL TASK	. GO			UNK
3. PHYSICAL REQUIREMENTS	N/A		GO	
4. FIELD SURVEY OPINIONS			GO	UNK
5. OTHER SOURCES	GO	GO		UNK

- 1. Proponent nonconcurs because 93F and other feeder MOS are closed, except possibly 26B, proximity to FEBA and the direct input provided to application of FA firepower (gunnery solution).
- 2. MOS 201A can be fed by 35D, 35E, 93E, 93F, 82C.

RECOMMENDATION: That MOS 201A be open to women.

EVALUATION OF MOS 211A FIELD ARTILLERY RADAR TECHNICIAN

		DISCRIMINA B	TING FACTORS	
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO GO	GO	
2. CRITICAL TASK	UNK			UNK
3. PHYSICAL REQUIREMENTS	UNK		UNK	
4. FIELD SURVEY OPINIONS			UNK	UNK
5. OTHER SOURCES	GO	GO		UNK
DISCUSSION: 1. Maximum female the MOS.	content outsi	de closed radar	sections is 53,	or 41% of
	's (17K, 17B)	with exception	to Academia to House	re closed.
1. Maximum female the MOS.	's (17K, 17B)	with exception	of possibly 26B a	re closed.
1. Maximum female the MOS.	's (17K, 17B)	with exception	of possibly 26B a	re closed.
1. Maximum female the MOS.	's (17K, 17B)	with exception	of possibly 26B a	re closed.
1. Maximum female the MOS.	's (17K, 17B)	with exception	of possibly 26B a	re closed.

EVALUATION OF MOS 214E FIELD ARTILLERY MISSILE SYSTEM TECHNICIAN, PERSHING

	A	DISCRIMINA	TING FACTORS C	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTION
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO	
2. CRITICAL TASK	UNK			UNK
3. PHYSICAL REQUIREMENTS	UNK		UNK	
4. FIELD SURVEY OPINIONS			UNK	UNK
5. OTHER SOURCES	GO .	GO		UNK
DISCUSSION: Proponent concurs of feeds this field be	with MOS being e monitored fo	r closures.	mmends that the M	
DISCUSSION: Proponent concurs of feeds this field be	e monitored fo	r closures.		And Anterior Vol.
DISCUSSION: Proponent concurs of feeds this field be	e monitored fo	r closures.	is victo usu 201 10 oki em 45 20 oki oki em 45	And American the American the American
DISCUSSION: Proponent concurs of feeds this field be	e monitored fo	r closures.		i ration vot ori ana ent ri okt jak

EVALUATION OF MOS 214G FIELD ARTILLERY MISSILE SYSTEM TECHNICIAN, LAN

CURRENTLY: OPEN CLOSED X RECOMMENDATION: OPEN CLOSED

		A	DISCRIMINA B	TING FACTORS	Ď
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO (45)	GO	
2.	CRITICAL TASK	UNK			UNK
3.	PHYSICAL REQUIREMENTS	UNK		UNK	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	GO		UNK

DISCUSSION:

- 1. Proponent non-concurs with opening due to feeders from 15D and 15J which are closed.
- 2. Any enlisted MOS may apply for any warrant officer MOS. MOS 214-G feeders are 15D, 27D and 15J. Others may be related due to its technical nature. 27D is currently open, and 15D and 15J are subject to be open on validation of physical tasks and development of testing.

RECOMMENDATION: That MOS 214G remain open to women.

EVALUATION OF MUS 2218 MISSILE ASSEMBLY TECHNICIAN, NIKE

CURRENTLY:	OPEN	CLOSED	RECOMMENDATION:	OPEN X	CLOSEU

		A	DISCRIMINA B	C C	D
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO GO	GO	
2.	CRITICAL TASK	GO			UNK .
3.	PHYSICAL REQUIREMENTS	N/A		GO GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	GO		UNK

DISCUSSION:

Issue: See objective 4, Facilities, relating to ADA isolated sites.

Table : See all per train a contract of the co

general en a les relien

F. Proposit conserv.

2. Proponent concurs.

RECOMMENDATION: That MOS 221B be open to women.

THE STATE OF MANAGEMENT

EVALUATION OF MOS 222B MISSILE FIRE CONTROL TECHNICIAN, NIKE

CURRENTLY: OPEN	CLOSED [X R	ECOMMENDATION:	OPEN X	CLOSED	
		DISCRIM	INATING FACTORS			1
personal property of the second	A				0	
SOURCE OF MOS	COMBAT	CARFER	PHYSICAL CAPARILITI	FS/ AT	TITUDES/	

		DISCRIMINATING FACTORS B C			Ď
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	GO			UNK
3.	PHYSICAL REQUIREMENTS	N/A		GO	
4.	FIELD SURVEY OPINIONS			NNK	UNK
5.	OTHER SOURCES	GO.	eo		UNK

DISCUSSION:

- 1. Effective 1 April 1978 this warrant officer MOS will include all incumbents from Missile System Repair Technician (251B) and was analyzed with this in mind.
- 2. Proponent concurs.
- 3. ISSUE: See objective 4, Facilities, relating to ADA isolated sites.

RECOMMENDATION: That MOS 222B be open to women.

EVALUATION OF MOS 223B MISSILE SYSTEM TECHNICIAN, IMPROVED HAWK

		A	DISCRIMINA	TING FACTORS C	υ
	CE OF MUS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	G 0	GO	
2.	CRITICAL TASK	GO			UNK
3.	PHYSICAL REQUIREMENTS	GO		GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO			UNK

- 1. Effective 1 April 1978 this warrant officer MOS will include all incumbents from Missile System Technician, HAWK (223C), IMPROVED HAWK (223D), Missile System Repair Technician, HAWK (251C) and IMPROVED HAWK (251D).
- 2. Proponent concurs.
- 3. ISSUE: See objective 4, Facilities, relating to ADA isolated sites.

THE THE PARTY OF THE PARTY OF THE PARTY OF

PACT OF MALEY FOR DEATH. BUT MARKET AND TONY

RECOMMENDATION: That MOS 223B be open to women.

EVALUATION OF MOS 224B CHAPARRAL/VULCAN SYSTEM TECHNICIAN

		DISCRIMINATING FACTORS				
	CE OF MOS VIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS	
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO		
2.	CRITICAL TASK	GO			NO-GO	
3.	PHYSICAL REQUIREMENTS	N/A		GO		
4.	FIELD SURVEY OPINIONS			GO	GO	
5.	OTHER SOURCES	NO-GO	NO-GO		GO	

DISCUSSION:

- 1. NO-GO Rationale.
 - a. 5A Closed by DA decision, 20 Dec 77.
 - b. 5B No positions from objective 3.
 - c. 2D With 72% confidence, skills (46).
- 2. Proponent concurs.

RECOMMENDATION: That MOS 224B be closed to women based on career progression.

EVALUATION OF MOS 12B COMBAT ENGINEER

					NO. OF STREET,
CURRENTLY:	OPEN	CLOSED X	RECOMMENDATION:	OPEN	CLOSED

		A	DISCRIMINA B	TING FACTORS C	D
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	NO GO	NO GO	GO	
2.	CRITICAL TASK	NO GO			NO GO
3.	PHYSICAL REQUIREMENTS	NO GO		NO GO	
4.	FIELD SURVEY OPINIONS			NO GO	NO GO
5.	OTHER SOURCES	NO GO	N/A		NO GO

DISCUSSION: MOS above baseline.

NO GO Rationale.

- a. 1A To fight as infantry in combat situations.
- b. 1B Feeds MOS 12Z closed at grade E-8.
- c. 2A Perform as a member of a combat engineer squad in the assault of a fortified position.
- d. 3A Move as a member of a fire team. Move under direct fire. Carry M-60 machine gun during offensive operations.
- e. 3C Draft tasks for MOS 12B, undated. Tasks require individual to place charges against fortified position. 60% of males & 0% of females can perform task as described.
 - f. At 95% confidence level, issues (%)

 - 2D Skills (60) 4C Strength (77) 4D Capable (72) 5D Leadership (53), toughness (73)

RECOMMENDATION: That MOS 12B remain closed to women by CED and career progression.

IMPACT ON RESERVE COMPONENT: Recommendation compatible.

into the section of

Cides have the lift remain cioses to women based on the call to

EVALUATION OF MUS 12C BRIDGE CREWMAN

		DISCRIMINA	TING FACTORS	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	NO GO	NO GO	GO	
2. CRITICAL TASK	NO GO			NO GO
3. PHYSICAL REQUIREMENTS	GO		NO GO	
4. FIELD SURVEY OPINIONS			NO GO	NO GO
5. OTHER	NO GO	N/A		NO GO
NO GO Rationale. a. 1A - Abili Participate in the	ty to fight as	infantry in co	mbat situations.	fight as
DISCUSSION: MOS a NO GO Rationale. a. 1A - Abili Participate in the infantry. b. 2A - Opera operations. Perfo c. 5A - Close d. 1B - MOS Close d. 1B - MOS Close 3C - Nine 25%, 35%, 45%, 65% tasks. f. With 90% close 4C - stream leg length (49), close 2D - skill AD - incame	ty to fight as ater operation te as a member rm assault boad by DA decisi APPER is MOS 1 quantifiable 1, 75%, 90% of onfidence, skingth (77), size oordination (4 s (59), mechaniable of performation able of performation and the same second significant second sec	s infantry in cons reorgan r of a fire team at river crossing ion, 20 December 22 at grade E-8 tasks available female populati ills (%) e (59), grip (58 17) nical ability (4	during section to during offensive g duties. 77. (closed MOS). for analysis; 5%, on capable of per 3), endurance (68)	5%, 10%, forming , arm or
DISCUSSION: MOS a NO GO Rationale. a. 1A - Abili Participate in the infantry. b. 2A - Opera operations. Perfo c. 5A - Close d. 1B - MOS Close d. 1B - MOS Close 3C - Nine 25%, 35%, 45%, 65% tasks. f. With 90% close 4C - street leg length (49), close 2D - skill 4D - incap 5D - tough image (62), leader	ty to fight as ater operation te as a member rm assault boad by DA decising APPER is MOS 1 quantifiable to 1,75%, 90% of confidence, skingth (77), size dordination (4 s (59), mechanists (73), streship (53), aggreship (53),	s infantry in cons reorgan r of a fire team at river crossin ion, 20 December 12Z at grade E-8 tasks available female populati ills (%) e (59), grip (58 17) rical ability (4 rming job (70) ress (66), emotigressiveness (59	during offensive during offensive duties. 77. (closed MOS). for analysis; 5%, on capable of per 3), endurance (68) (68)	5%, 10%, forming, arm or
DISCUSSION: MOS a NO GO Rationale. a. 1A - Abili Participate in the infantry. b. 2A - Opera operations. Perfo c. 5A - Close d. 1B - MOS Close d. 1B - MOS Close 3C - Nine 25%, 35%, 45%, 65% tasks. f. With 90% close 1eg length (49), close 2D - skill 4D - incap 5D - tough	ty to fight as ater operation te as a member rm assault boad by DA decising APPER is MOS 1 quantifiable to 1,75%, 90% of confidence, skingth (77), size coordination (4 s. (59), mechanists (73), streship (53), agginat MOS 12C resident for the second streship (53), agginat MOS 12C resident for the second streship (53), agginat MOS 12C resident for the second streship (53), agginated the se	s infantry in cons reorgan r of a fire team at river crossin ion, 20 December 12Z at grade E-8 tasks available female populati ills (%) e (59), grip (58 17) nical ability (4 rming job (70) ress (66), emoti gressiveness (59	during offensive during offensive duties. 77. (closed MOS). for analysis; 5%, on capable of per (s), endurance (68) (sonal control (55) (consequence))	5%, 10%, forming, arm or

EVALUATION OF MOS 12E ADM SPECIALIST

CURRENTLY: OPEN CLOSED X RECOMMENDATION: OPEN CLOSED X

		A	DISCRIMINA B	TING FACTORS C	D
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	NO GO	NO GO	GO	
2.	CRITICAL TASK	UNK			UNK
3.	PHYSICAL REQUIREMENTS	N/A		NO GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK .
5.	OTHER SOURCES	NO GO	N/A		UNK

DISCUSSION: MUS above baseline.

NO GO Rationale.

- a. 1A Ability to fight as infantry in combat situations.
- b. 5A Closed by DA decision, Dec 77.
- c. 1B MOS CAPPER is 12Z at grade E-8 (closed MOS).
- d. 3C 2 quantifiable tasks available for analysis, 35% & 100% of female population capable of performing tasks.

RECOMMENDATION: That MOS 12E remain closed to women based on CED, career progression and physical limitations

IMPACT ON RESERVE COMPONENT: Recommendation compatible.

EVALUATION OF MOS 12Z COMBAT ENGINEER SENIOR SERGEANT

CURRENTLY: OPEN CLOSED X RECOMMENDATION: OPEN CLOSED X

		A	DISCRIMINA B	TING FACTURS	D
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	NO GO	NO GO	GO 145	
2.	CRITICAL TASK	NO GO			UNK
3.	PHYSICAL REQUIREMENTS	GO		GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	NO GO	N/A		UNK

DISCUSSION: MOS above baseline.

NO GO Rationale.

- a. 1A Ability to fight as infantry in combat situations.
- b. 2A Supervision of engineer troops in assault operations.
- c. 5A Closed by DA decision, Dec 77.
- d. 1B MOS is Capper MOS for 12B (83%), 12C (13%) & 12E (4%); all feeder MOS closed.

RECOMMENDATION: That MOS 12Z remain closed to women based on CED and career progression

EVALUATION OF MOS 13B CANNUN CREWMAN

	A	DISCRIMINA B	TING FACTORS	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	NO-GO	GO	GO	
2. CRITICAL TASK	NO-GO			NO-GO
3. PHYSICAL REQUIREMENTS	NO-GO		NO-GO	
4. FIELD SURVEY OPINIONS			NO-GO	NO-GO
	V/////////////////////////////////////			
5. OTHER SOURCES DISCUSSION: MOS a NO-GO Rationale.	NO-GO	N/A		NO-GO
SOURCES DISCUSSION: MOS a NO-GO Rationale. a. 1A - Empla b. 2A - Canno loading, laying an c. 3A - Loan d. 5A - Close e. 3C - Almos artillery pieces. and carry for 2U m f. At 95% con 4C - stren or le 2D - skill 4D - incap	bove baseline. ces, lays, fir neers or assis d firing FA ca artillery piec d by DA decisi t no females a Individual mu meters, 100 tim fidence level; gth (69), endu g length (40) s (49) able of perfor	res and displace stant gunners connons. res in preparation, 20 Dec 77. res to load/unlist lift 100 lbs res a day. resues (%) resues (59), siz	es field aritllery incerned with employencerned with employen for firing. oad ammunition can from ground up 50 (58), hand grip ional control (57)	cannons. acing rriers b inches, (52), arm

AND THE TAKEN STATE OF STREET SO DESCRIPT SOLVE THE TAKE THE POST OF STATE OF STATE

perditation only by a second transfer to the second desired by the second

The state of the state of the

EVALUATION OF MOS 13E CANNON FIRE DIRECTION SPECIALIST

CURRENILY: UPEN	CLOSED [X	RECO	MMENDATION: OPEN	CLOSED_X
	A	DISCRIMINA B	TING FACTORS	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112	GO	GO	GO	

2.	CRITICAL TASK	60		GO
3.	PHYSICAL REQUIREMENTS	GO	NO-GO	
4.	FIELD SURVEY OPINIONS		NO-GO	NO-GO

N/A

NO-GO

DISCUSSION: MOS above baseline.

1. NO-GO Rationale.

OTHER

SOURCES

AR 611-2U1

a. 5A - Closed by decision, 20 Dec 77.

NO-GO

- b. 3C Only 50% of females can lift a 210 lb FADAC to a height of 36 in or carry it for 25 meters in 2 person teams 10 times per day.
 - c. With 90% confidence, issues (%)
 - 4C endurance (49), strength (47)

 - 4D incapable of performing (43) 5D toughness (47), self-image (45), stress (45), emotional control (45), leadership (42).
 - d. Proponent concurs.
- CHALLENGES.
 - a. 1A 13E Computes firing data and transmits firing commands.
- b. 2A Observe/adjust indirect/aerial fires; serves as chart, FADAC or chronograph operator.
 - c. 3A Must prepare a FADAC for operation.
- d. The above actions are part of the effective operation of cannon artillery systems. RECOMMENDATION:
- 1. That MOS 13E remain closed based on CED challenge and physical limitation.
- That further study be given to opening MOS when TACFIRE/BCS (replaces FADAC) are introduced into the active inventory.

EVALUATION OF HOS 13F FIRE SUPPORT SPECIALIST

CURRENTLY:	OPEN	CLOSED X	RECOMMENDATION:	OPEN	CLOSED
	distribution of the contraction			CONTRACTOR OF THE PROPERTY OF THE PERSON OF	THE PROPERTY OF THE PROPERTY O

		A	DISCRIMINA B	TING FACTORS	D
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	UNK	UNK	UNK	
2.	CRITICAL TASK	GO			UNK
3.	PHYSICAL REQUIREMENTS	N/A		GO .	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	NO-GO	UNK		UNK

DISCUSSION: MOS above baseline, new MOS.

- 1. NO-GO Rationale. 5A Closed by DA decision, 20 Dec 77.
- 2. Proponent concurs.
- 3. TC 6-20-10, the doctrinal basis for training, indicates the proponderance of 13F's will be in maneuver companies and therefore, closed units. This will cause a problem under career progression. The fact that the 13F is the basic element in FO parties, 13F will serve as a necessary part for effective operation of cannon artillery by virtue of his calls for fire to DS units (cannon artillery). This MOS is being formed from MOS 11C and 13E which are closed to females.

RECOMMENDATION:

- 1. MOS 13F be closed based on challenge to CED and current career progression.
- 2. That the CED be written to incorporate those individuals involved with calling in, or the placement of, destructive fires on enemy forces.

EVALUATION OF MOS 13W TARGET ACQUISITION SENIOR SERGEANT

		À	DISCRIMINA B	TING FACTORS C	D
	CE OF MOS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO ATT	GO TOTAL	
2.	CRITICAL TASK	GO			UNK
3.	PHYSICAL REQUIREMENTS	GO (33)		GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	GO		UNK

DISCUSSION: MOS at baseline.

- 1. Non-concurrence by 1 individual because the 13W supervises the employment of devices that are for the primary purpose of detecting, observing and placing fire power on the enemy. These devices are employed on the FEBA as well as other places. Target acquisition positions are an integral part of operating the artillery weapons.
- 2. Proponent non-concurs. MOS should be closed. Feeder MOS are closed. No career progression.
- 3. MOS 82C is open. 93F may be open when females meet physical standards for MOS 93F.

RECOMMENDATION: That MOS 13W be open to women.

Mark performer distinct ment senso promotion, or nearly we pay all and a

calling in, or the statement of married the cores on along torest.

A LATE GOOD TO DE BODE SHOOMER TO BODE SHOW BY DESIGN WITH TO SHO

THE RESERVE OF STREET

EVALUATION OF MOS 13Y CANNON/MISSILE SENIOR SERGEANT

		A	DISCRIMINA B	TING FACTORS C	D .
	CE OF MOS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	NO-GO	GO	
2.	CRITICAL TASK	GO .			NO-GO
3.	PHYSICAL REQUIREMENTS	N/A		UNK .	
4.	FIELD SURVEY OPINIONS			NO-GO	NO-GO
5.	OTHER SOURCES	GO	UNK		NO-GO

DISCUSSION: MOS at baseline.

- 1. NO-GO Rationale. With 82% confidence, issues (%)
- 4C endurance (71), strength (65), size (51)
- 2D skills (60)
- 4D incapable of performing job (67)
- 5D toughness (70), emotional control (66), stress (64), self image (56), leadership (51), aggressiveness (49)
- Challenge. 1B feeder MOS (13B, E, F, 15D, E, F, J) closed; to open 13Y would be tokenism.

RECOMMENDATION: That MOS 13Y be closed to further input by virtue of career progression until such time as a feeder MOS is open.

IMPACT ON RESERVE CUMPONENT: The criterion used in closing this MOS are valid in the RC environment only if 15D and 15F remain closed. The opening of 15D or 15F would make career progression possible to 13Y.

EVALUATION OF MOS 13Z FIELD ARTILLERY SENIOR SERGEANT

CURRENTLY:	OPEN	CLOSED X	RECOMMENDATION:	OPEN X	CLOSED

		Total of the second	DISCRIMINA	TING FACTORS	D
	CE OF MOS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	GO			UNK
3.	PHYSICAL REQUIREMENTS	60		GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	GO		UNK

The second of th

. Referrat of a turn to

DISCUSSION: MOS at baseline.

RECOMMENDATION: That 13Z be open to women.

property on the Colonian formation of the confidences used in a cost of the Colonia and Co

EVALUATION OF MOS 15D LANCE MISSILE CREWMAN

CURRENTLY:	OPEN	CLOSED X	RECOMMENDATION:	OPEN	CLOSED
CONTRACTOR	(The state of the	LOUIS AREA SHEET TAIL			THE REAL PROPERTY.
Company of the second s	the state of the s		HAT WATER AND THE APPROXIMATION OF WATER AND APPROXIMATION OF THE PROXIMATION OF THE PROX		

		A	DISCRIMINA B	TING FACTORS C	D
	CE OF MOS VIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO -	
2.	CRITICAL TASK	GO			GO
3.	PHYSICAL REQUIREMENTS	60		NO-GO	
4.	FIELD SURVEY OPINIONS			NO-GO	NO-GO
5.	OTHER SOURCES	GO	UNK		NO-GO

DISCUSSION: MOS above baseline.

1. NO-GO Rationale.

a. 3C - Only 35% of all females can lift a jack weighing 75-lbs to a maximum height of four feet as performed in march ordering the launcher zero length. Only 50% of females can remove/replace containers covers by lifting a 600 lb. container cover from the ground to a height of four feet in a 6-person group. The same % applies to carrying the cover 11 feet. Both tasks must be performed 8 times a day. Only 70% of females can move a tow bar weighing 500 lbs a distance of five feet in a 5-person team when preparing the mobility kit for conversion.

b. With 88% confidence: issues (%)

4C - strength (46), endurance (46), size (42)

4D - incapable of performing job (45)

50 - stress (51), toughness (50), emotion (50), self-image (47)

RECOMMENDATION: That MOS 15D remain closed to women until all physical tasks are verified/validated, and a system to screen applicants for this MOS is implemented.

EVALUATION OF MOS 15E PERSHING MISSILE CREWMAN

CURRENTLY:	OPEN . CLOSED	X	RECOMMENDATION:	OPEN	CLOSED X

		A	DISCRIMINA B	TING FACTORS	D
	ICE OF MOS JIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	GO			GO
3.	PHYSICAL REQUIREMENTS	GO		NO-GO	
4.	FIELD SURVEY OPINIONS			NO-GO	NO-GO
5.	OTHER SOURCES	GO	UNK		GO

DISCUSSION: MOS above baseline.

NO-GO Rationale.

- a. 3C 50% of females can lift the cover weighing a maximum of 250 lbs. six inches in 2 person teams or carry for 6 ft. Only 65% of females can lift two clamp rings, each weighing 100 lbs, from chest to shoulder height and carry 11 ft. in groups of four when removing container cover. Only 60% of females, in two-person teams, can lift a cable weighing from 50-230 lbs. and carry it a maximum of 10 meters for individual cable placement.
 - b. With 75% confidence: issues (%)
 - 4C strength (63), size (51), endurance (50), hand grip (47)
 - 4D incapable of performing (59)

RECOMMENDATION: That MOS 15E remain closed to women until validation of MOS critical tasks, establishment of physical standards and implementation of a system to measure personnel against these standards.

IMPACT ON RESERVE COMPONENT: Recommendation compatible.

MEACT ON MESSENG TO WOODER HE ASSESSMENTED TO TOWN OF

EVALUATION OF MOS 15F HONEST JOHN CREWMAN

CURI	RENTLY: OPEN	CLOSED [X	RECO	MMENDATION: OPEN	CLOSED X
		A	DISCRIMINA B	TING FACTORS C	0
	ICE OF MOS JIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	NO-GO	GO	
2.	CRITICAL TASK	GO			UNK
3.	PHYSICAL REQUIREMENTS	N/A		UNK	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO .	GO AND		UNK -

DISCUSSION: MOS at baseline.

NO-GO Rationale. 1B - 15F feeds 15D (closed at E-7). When 15D is opened on a selective basis, 15F can be opened.

Proposition Tobachina

RECOMMENDATION: That MOS 15F remain closed to women based on career progression until such time that 15D is opened.

IMPACT ON RESERVE COMPONENT: Career progression should not be a constraint to closing this MOS in the RC, because advancing beyond E6 is not a requirement for a viable career. This MOS should be open in the RC.

EVALUATION OF MOS 15J LANCE OPNS/FIRE DIRECTION SPECIALIST

CURRENTLY:	OPEN	CLOSED X	RECOMMENDATION:	OPEN	CLOSED X
------------	------	----------	-----------------	------	----------

		A	DISCRIMINA B	TING FACTORS	D
	ICE OF MOS JIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PRUGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	. 60	GO	GO	
2.	CRITICAL TASK	GO			UNK
3.	PHYSICAL REQUIREMENTS	GO		NO-GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	UNK		UNK

DISCUSSION: MOS above baseline.

- 1. NO-GO Rationale. 3C 50% of females can lift a 210 lb. FADAC to a height of 36 in. or carry it for 25 meters in 2-person teams, 10 times per day.
- 2. Proponent concurs.

RECOMMENDATION: That MOS 15J remain closed to women by virtue of the physical limitations until proponent for MOS, regulations and TRADOC, in a coordinated effort, validate MOS critical tasks, establish physical standards based on the critical tasks and implement a system which incorporates these standards in enlistment procedures.

EVALUATION OF MOS 16B HERCULES MISSILE CREWMAN

	A	DISCRIMINA	TING FACTORS C	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO	
2. CRITICAL TASK	GO			GO
3. PHYSICAL REQUIREMENTS	GO		GO	
4. FIELD SURVEY OPINIONS			NO-GO	NO-GO
	00	GO	WIIIIIIIIIII	NO-GO
	GO t baseline.	1	es (%)	NO-GU
SOURCES DISCUSSION: MOS at NO GO Rationale 4C - strength (4D - incapable 5D - toughness leadership (46)	t baseline. e. With 79% control of performing (70), stress ITA challenges ad/load data of	confidence, issue (52), size (5) job (49) (58), self-imag	1), handgrip (43) e (57), emotion (5	52),
SOURCES DISCUSSION: MOS at NO GO Rationale 4C - strength (4D - incapable 5D - toughness leadership (46) C. Challenge. EW people must unlock	t baseline. e. With 79% of 157), endurance of performing (70), stress ITA challenges ad/load data of this.	confidence, issue (52), size (5 job (49) (58), self-image baseline statue able assemblies	1), handgrip (43) e (57), emotion (5 s. Research indic on reels weighing	52),

EVALUATION OF MOS 16C HERCULES FIRE CONTROL CREWMAN

CURRENTLY:	OPEN	CLOSED X	RECOMMENDATION:	OPEN	CLOSED X
			DISCRIMINATING FACTORS		
	and the second	A A	В С		D

		DISCRIMINATING FACTORS A B C D				
	ICE OF MOS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS	
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO		
2.	CRITICAL TASK	GO			UNK	
3.	PHYSICAL REQUIREMENTS	N/A		GO		
4.	FIELD SURVEY OPINIONS			UNK	UNK	
5.	OTHER SOURCES	GO	GO .		UNK	

DISCUSSION: MOS at baseline.

- 1. Challenge. 3C EWITA challenges baseline status. Research indicates that almost no females and only 65% males can pick up and load/unload a 7601b. Hercules Klystrom Tube and container from a 2 1/2-ton truck in a 6person team; the same % applies to a 4-person team loading/unloading a 5001b Hercules Low Power Acquisition Radar Drive assembly to/from a 2 1/2 ton truck.
- 2. Proponent concurs.
- 3. See objective 4, Housing, considering ADA isolated sites.

RECOMMENDATION: That MOS 16C remain closed to further input of women until physical standards are incorporated in the enlistment process.

EVALUATION OF MOS 16D HAWK MISSILE CREWMAN

CURRENTLY: OPEN CLOSED X RECOMMENDATION: OPEN CLOSED X DISCRIMINATING FACTORS COMBAT PHYSICAL SOURCE OF MOS EXCLUSION CAREER CAPABILITIES/ ATTITUDES/ REQUIREMENTS DEFINITION PROGRESSION LIMITATIONS PERCEPTIONS AR 611-101 1. AR 611-112 GO GO GO AR 611-201 2. CRITICAL GO TASK PHYSICAL N/A GO REQUIREMENTS 4. FIELD SURVEY GO **OPINIONS**

DISCUSSION: MOS at baseline.

GO

5. OTHER

SOURCES

1. NO GO Rationale. 5D - with 94% confidence, self-image (44), toughness (43), stress (43), emotional control (41)

GO

NO GO

2. Challenge. 3C - EWITA challenges baseline status. Research indicates almost no women, in a 2-person team, can pick up a 204 lb. missile, loader loading ramp and load/unload from a 2 1/2-ton truck.

securistion radar ansection technique at the first carrying case, were the lawst be formed date or universe from a distributions.

See objective & mouthe vontitioning too bridged attention

3. See objective 4, Housing, considering ADA isolated sites.

RECOMMENDATION: That MOS 16D remain closed to further input of women until physical standards are incorporated in the enlistment process.

EVALUATION OF MOS 16E HAWK FIRE CONTROL CREWMAN

CURRENTLY:	OPEN	CLOSED X	RECOMMENDATION:	OPEN	CLOSED
------------	------	----------	-----------------	------	--------

		A	D		
	ICE OF MOS JIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO SM	GO	
2.	CRITICAL TASK	GO			NO GO
3.	PHYSICAL REQUIREMENTS	N/A		GO	
4.	FIELD SURVEY OPINIONS			NO GO	NO GO
5.	OTHER SOURCES	GO	GO		NO GO

DISCUSSION: MOS at baseline.

- 1. NO GO Rationale. With 89% confidence, issues (%) 4C strength (47), endurance (51), size (41)

 - 2D skills (44)
- 4D incapable of performing job (48) 5D toughness (52), stress (48), self-image (45), emotional control (49)
- 2. Challenge. 3C EWITA challenges baseline status. Research indicates almost no women, in a 3-person team, can dismantle or assemble the pulse acquisition radar antenna. Section A, in its carrying case, weighs 275 lbs. It must be loaded onto or unloaded from a 2 1/2-ton truck.
- 3. See objective 4, Housing, considering ADA isolated sites.

RECOMMENDATION: That MOS 16E remain closed to further input of women until physical standards for MOS 16E are incorporated in the enlistment process.

EVALUATION OF MUS 16F LIGHT AIR DEFENSE ARTILLERY CREWMAN

		A	DISCRIMINA B	TING FACTORS	D
	CE OF MOS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	NO-GO	GO	GO DESARW	
2.	CRITICAL TASK	NO-GO			UNK
3.	PHYSICAL REQUIREMENTS	NO-GO		GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	NO-GO	N/A		UNK

- a. 1A loads ammunition and fires automatic weapons in light ADA automatic weapons unit (a line-of-sight weapon).
 - b. 2A lay automatic weapons fire on aerial and surface targets.
 c. 3A ammunition loading required on a tracked 40mm weapon.
- 2. CHALLENGE. 3C EWITA research indicates a person must place clips of ammunition into a self-propelled, tracked 40mm weapon. Individual must pick up 21 lb. clip at foot level and places it into the weapon at chest height. Repeat every 5-7 seconds up to 50 times non-stop. 70% of females can do this. EWITA challenges baseline status.

. To the parameter (CE) words offer 16th hearth (AS) heavished - 96

RECOMMENDATION: That MOS 16F remain closed to women based on CED and physical limitations.

IMPACT ON RESERVE COMPONENT: Recommendation compatible. PAGE OR SERVEY CONTOURNED BECAUSE WARRED OF THE CONTROL OF THE PAGE OF THE PAG

EVALUATION OF MOS 16P ADA SHORT RANGE MISSILE CREWMAN

	A	DISCRIMINA B	TING FACTORS	
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	NO-GO	NO-GO	GO ************************************	
2. CRITICAL TASK	NO-GO			NO-GO
3. PHYSICAL REQUIREMENTS	N/A		G0	
4. FIELD SURVEY OPINIONS			NO-GO	NO-GO
5. OTHER SOURCES	NO-GO	N/A		NO-GO
1. NO GO Rationale	e. or. anakana	12800308 (1898)	s see nexticulates	
a. 1A - AR 611 Chapparal and/or Re b. 2A - Engage c. 5A - Closed d. 1B - The MO MOS. e. With 92% co 4C - strength (4D - incapable 2D - skills (44 5D - toughness	1-201 has prepedeye missile es hostile air by DA decisi DS 16P3U (E-6) onfidence: is 57), endurance of performing	paration and loa (a line-of-sigh craft with Chap on, 20 Dec 77. feeds into 16R (sues (%) (e (54), size (4)	arral and/or Redey	e missile.
a. 1A - AR 611 Chapparal and/or Re b. 2A - Engage c. 5A - Closed d. 1B - The MO MOS. e. With 92% co 4C - strength (4D - incapable 2D - skills (44 5D - toughness	1-201 has prepedeye missile as hostile air by DA decisi DS 16P30 (E-6) onfidence: is 57), endurance of performing (62), stress tership (45)	paration and loa (a line-of-sigh craft with Chap on, 20 Dec 77. feeds into 16R (sues (%) (e (54), size (4) (job (54) (56), self-imag	t weapon). arral and/or Rede 40 (E-7), which is	e missile. s a closed control

EVALUATION OF MOS 16R ADA SHORT RANGE GUNNERY CREWMAN

	A B C D					
SOURCE OF MOS REQUIREMENTS	EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS		
AR 611-101 1. AR 611-112 AR 611-201	NO-GO	GO (1)	GO 🖟			
2. CRITICAL TASK	NO-GO			NO-GO		
3. PHYSICAL REQUIREMENTS	GO-GO		GO			
4. FIELD SURVEY OPINIONS			NO-GO	NO-GO		
firing engagements	e. rms duties inv , handling, st	olving ammuniti	on loading operat	NO-GO ions,		
SOURCES DISCUSSION: MOS a 1. NO-GO Rational a. 1A - Perfo firing engagements firing stoppage pr b. 2A - Will Vulcan system. c. 3A - Carry d. 5A - Close e. With 88% c 4C - stren 4D - incap 2D - skill 5D - self- leade 2. CHALLENGES. 36 shows 50% of female	t baseline. e. rms duties inv, handling, st ocedures. engage aerial and load ammu d by DA decisi onfidence: is gth (51), endu able (53) s (52), mechan image (59), st rship (50) C - The EWITA es, in 2-perso	olving ammuniti orage, and prep and ground targ nition into the on, 20 December sues (%) rance (46) ical abilities ress (57), toug team challenges n team, can unl	ets with the self Vulcan system. 1977. (42) hness (52), emotion	ions, tion, and propelled on (52), Research		
SOURCES DISCUSSION: MOS a 1. NO-GO Rational a. 1A - Perfo firing engagements firing stoppage pr b. 2A - Will (ulcan system. c. 3A - Carry d. 5A - Close e. With 88% c 4C - stren 4D - incap 2D - skill 5D - self- leade C. CHALLENGES. 30	t baseline. e. rms duties inv, handling, st ocedures. engage aerial and load ammu d by DA decisi onfidence: is gth (51), endu able (53) s (52), mechan image (59), st rship (50) C - The EWITA es, in 2-perso ruck as requir	olving ammuniti orage, and prep and ground targ nition into the on, 20 December sues (%) rance (46) ical abilities ress (57), toug team challenges n team, can unl ed of MOS. main closed to	aration of ammunicets with the self Vulcan system. 1977. (42) hness (52), emotion baseline status. oad/load a 121 lb. women based on CEI	ions, tion, and propelled on (52), Research generator		

EVALUATION OF MOS 17B FIELD ARTILLERY RADAR CREWMAN

CURRENTLY: OPEN X CLOSED RECOMMENDATION: OPEN CLOSED	CURRENTLY:	OPEN X	CLOSED	RECOMMENDATION:	OPEN	CLOSED X
--	------------	--------	--------	-----------------	------	----------

		AND LINE DATE	DISCRIMINA B	TING FACTORS	D
	CE OF MOS JIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO 🗃	GO H	
2.	CRITICAL TASK	GO			UNK
3.	PHYSICAL REQUIREMENTS	GO		NO-GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	N/A		UNK

DISCUSSION: MOS above baseline.

- 1. NO-GO Rationale. 3C 35% of females can lift and carry the 175 lb. shelter and case for AN/MPQ-4 for a distance of 25 meters.
- 2. Challenge. 1A The 17B must be considered a part of the operation of weapons system due to his part in locating enemy moving targets and firing weapons in order to bring friendly fires on them by adjustment of indirect fire. His normal position on the battlefield is on or very near the FEBA.

RECOMMENDATION: 1 1 / DESCRIPTION OF THE PROPERTY OF THE PROPE

- 1. MOS 17B be closed to women by virtue of CED challenge and physical limitations.
- 2. That a phrase incorporating such functions as that of 17B be included in CED.

IMPACT ON RESERVE COMPONENT: Career progression should not be a constraint to opening this SSI within the Reserve Component. Otherwise, recommendation compatible.

EVALUATION OF MOS 17C FIELD ARTILLERY TARGET ACQUISITION SPECIALIST

	A Last	B	C C	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO A	GO	
2. CRITICAL TASK	GU			UNK
3. PHYSICAL REQUIREMENTS	GO			
4. FIELD SURVEY OPINIONS			UNK	UNK
5. OTHER SOURCES	GO	N/A		UNK

1. NO-GO Rationale. 3C - Virtually no females can lift a 72 lb flash ranging set to a height of 2 meters, while 40% of females can carry the set 30 meters. These tasks are performed six times per day. Only 50% of females can lift a 210 lb FADAC to a height of 36 in or carry it for 25 meters in 2-person teams 10 times per day.

2. Challenges. 1A - While not a crew member, as defined by TOE and field manuals, of an artillery weapon, the function served by a 17C is comparable to that of a forward observer. A 17C determines locations of enemy forces and causes casualty inflicting responses because of this function. The 17C is an integral part of that successive chain of events that results in the destruction of enemy forces by artillery fire.

3. While the flash ranging set is to be moved six times per day, the FADAC is to be set-up 10 times per day. These needs to be consistent.

to and owner promitted of and the

DAT come acceptage necrosary recess

4. Proponent agency (USAFAS) concurs.

RECOMMENDATION:

- 1. That MOS 17C be closed to women based on CED challenge and physical reasons.
- 2. That critical tasks be validated, standards established and a system for verifying capabilities implemented in the enlistment effort.
- 3. That the tasks of 13E as pertains to 17C be re-examined as regards number of times per day.

EVALUATION OF MOS 17K GROUND SURVEILLANCE RADAR OPERATOR

	A market by	B	TING FACTORS C	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO	
2. CRITICAL TASK	NO-GO			GO
3. PHYSICAL REQUIREMENTS	N/A		NO-GO	
4. FIELD SURVEY OPINIONS			NO-GO	NO-GO
5. OTHER SOURCES	NO-GO	N/A		NO-GO

- 5A closed by DA decision, 20 Dec 77.
 3C 10% females, in 3-person team, can carry 247 lbs. 50 meters lift to height of 48 inches.
 d. With 88% confidence, issues (%)
 4C - strength (54), endurance (50)
 4D - incapable of performing job (48)
 5D - stress (63), toughness (57), self-image (51) and lift to height of 48 inches.

2. CHALLENGE.

- a. 3C 247 lbs. is carrying case and all components. User, TC's and TM's indicate radar carried backpack mode (47 lbs.); case not used tactically.
- b. Radar used to detect targets on or forward of FEBA. When fires placed on target, operator participates in effective operation of weapons systems.

RECOMMENDATION:

- That MOS 17K be closed to women based on CED.
 That AR 611-201 be revised to clarify role of 17K in direct combat.

EVALUATION OF MOS 17M UNATTENDED GROUND SENSOR OPERATOR

COMBAT PHYSICAL	
	ITUDES/ CEPTIONS

CURRENTLY. OPEN X CLOSED PECOMMENDATION. OPEN CLOSED X

2. CRITICAL GO UNK TASK 3. PHYSICAL N/A NO GO REQUIREMENTS

NO GO

GO

4. FIELD SURVEY UNK UNK **OPINIONS** 5. OTHER NO GO N/A UNK

SOURCES

DISCUSSION: MOS above baseline.

NO GO Rationale.

AR 611-1U1 AR 611-112

AR 611-201

GO

- a. 5A closed by DA decision, 2U Dec 77.
 b. 1B 17M feeds 17K (closed at E-7 level).
 c. 3C 6U% of females can backpack sensors to area of employment in time allowed.
- Challenge.
- a. 1A Sensors used to detect targets on or forward of FEBA.
 b. 2A UGS Team monitors signals in battalion TOC or forward company CP. Maneuver unit commander decides to employ firepower when convinced sensor activated by enemy. 17M becomes a participant in effective operation of major weapon systems, although less directly than the 17K.

RECOMMENDATION:

- That MOS 17M be closed to women based on career progression.
- 2. That AR 611-201 be revised to state more clearly the role of the unattended ground sensor in relation to employment of weapons systems.

IMPACT ON RESERVE COMPONENT: Career prrogression should not be a constraint to closing this MOS in the RC because advancing beyond E6 is not a requirement for a viable career. This MOS should be open in the RC.

EVALUATION OF MUS 21G PERSHING ELECTRONICS MATERIAL SPECIALIST

		A B C D					
	CE OF MOS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS		
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO O	60			
2.	CRITICAL TASK	GO			UNK		
3.	PHYSICAL REQUIREMENTS	GO		NO-GO			
4.	FIELD SURVEY OPINIONS			UNK	UNK		
5.	OTHER SOURCES	GU	UNK		UNK		

DISCUSSION: MOS above baseline.

- 1. NO-GO Rationale. 3C 5% females can lift the Case Mosite Test Set weighing 101 lbs in 2-person teams from the ground to shoulder height. 25% females can lift and carry CMT's a distance of 25 meters. 35% females can lift and hold the clamp release mechanism (75 lbs) at chest level while stooped under the erector launcher frame, 5 times per day.
- 2. 21G must perform tasks of 15E, which is closed due to physical tasks.
- 3. Female content: 1 E-5 (U.4%)

RECOMMENDATION: That MOS 21G be closed to further input of women until the physical standards for MOS 21G are incorporated in the enlistment process.

EVALUATION OF MOS 24M CHAPPARAL SYSTEM MECHANIC

		Α .	DISCRIMINA B	TING FACTORS C	D
SOURCE REQUIRE		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1. AF	611-101 611-112 611-201	GO	GO	GO	
	RITICAL	NO-GO			UNK
	IYS ICAL QUIREMENTS	N/A		GO	
	ELD SURVEY			UNK	UNK
	THER DURCES	GO	NO-GO		UNK

RECOMMENDATION: That NOS 24M be closed to women based on career progression.

EVALUATION OF MOS 24N CHAPPARAL SYSTEM MECHANIC

SOURCE OF MOS REQUIREMENTS AR 611-1U1 1. AR 611-112 AR 611-2U1 2. CRITICAL TASK 3. PHYSICAL REQUIREMENTS 4. FIELD SURVEY OPINIONS 5. OTHER SOURCES	MBAT CLUSION FINITION GO NO-GO N/A	GO NO-GO	C PHYSICAL CAPABILITIES/ LIMITATIONS GO UNK	O ATTITUDES/ PERCEPTION UNK
1. AR 611-112 AR 611-2U1 2. CRITICAL TASK 3. PHYSICAL REQUIREMENTS 4. FIELD SURVEY OPINIONS 5. OTHER SOURCES DISCUSSION: MOS is at MO-GO Rationale. 5B -	NO-GO N/A SO	NO-GO	GO	UNK
TASK 3. PHYSICAL REQUIREMENTS 4. FIELD SURVEY OPINIONS 5. OTHER SOURCES DISCUSSION: MOS is at MO-GO Rationale. 5B -	N/A			UNK
REQUIREMENTS 4. FIELD SURVEY OPINIONS 5. OTHER SOURCES DISCUSSION: MOS is at MO-GO Rationale. 5B -	<i>G</i> 0			DELETING
OPINIONS 5. OTHER SOURCES DISCUSSION: MOS is at MO-GO Rationale. 5B -			UNK	DELETING
SOURCES DISCUSSION: MOS is at NO-GO Rationale. 5B -				UNK
NO-GO Rationale. 5B -	baseline			
		de de dienen	y for men in crose	a units.
RECOMMENDATION: That M progression.	10S 24N be	closed to wome	n based on career	SUPERACE SAME

EVALUATION OF MUS 31M MULTICHANNEL COMMUNICATION OPERATOR

CURRENTLY: OPEN X CLOSED RECOMMENDATION: OPEN CLOSED X

		A	DISCRIMINA B	TING FACTORS C	D AT
	ICE OF MOS JIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	GO			NO-GO
3.	PHYSICAL REQUIREMENTS	N/A		NO-GO	
4.	FIELD SURVEY OPINIONS			NO-GO	NO-GO
5.	OTHER SOURCES	GO	GO		NO-GO

DISCUSSION: MOS above baseline.

- NO-GO Rationale.
 - 3C 25% of females can install multiplexe TD 353U.
 - With 90% confidence, issues (%)
 - 4C endurance (58), strength (55), size (50)
 - 2D mechanical ability (44)

 - 4D incapable of performing job (51) 5D toughness (62), stress (60), emotional control (57), selfimage (52), leadership (50), aggressiveness (46)
- 2. CHALLENGE. US Army Signal School initial task list and declared all of their MOS at baseline. EWITA opinion is that interviews of senior leaders, junior leaders and strong response of questionnaire indicate women are experiencing significant difficulties in physical requirements (See page A-1-5-59.

RECOMMENDATION:

That MOS 31M be closed to further input of women until DA physical requirements/capabilities study is completed, and the potential of individuals to meet the physical requirements of the MOS can be determined. That AR 611-201 be reviewed/revised to clarify requirements of MOS 31M.

SSI/MOS 31M/36C

CONCUR

NONCONCUR

STATEMENT:

- 1. Reference letter, ATSN-TD-IT-OP, 5 Dec 77, subject: Tasks for MOS/SQT Physical Training (PT) Program.
- 2. Paragraph 4, referenced letter, states, "it has been determined that no signal MUS requires physical task above the baseline level." This official US Army Signal School position is based on a reevaluation of the critical tasks of the 31M and 36C MUS's since these are no tasks too difficult for any soldier to perform provided he or she has successfully passed the baseline physical training test.
- 3. It must further be realized that the data provided through the US Army Infantry School to the Evaluation of Women in the Army Study group (EWITA) is not current data. The request for the data did not specify equipment disassembled to its lighest form. For example, the SB-86/P weighs 180 pounds total; however, the heaviest component weighs 65 pounds which makes it transportable by a team effort. Likewise, the transmitter T-893, removed from its assembledge weighs 50 pounds and the power pack weighs 59 pounds which also is transportable by a team effort. The third task should be deleted altogether since the multiplexer TD-353/U is being deleted from the inventory.
- 4. Again, it is the opinion of the US Army Signal School that any strenuous tasks encountered by any signal MOS can be accomplished by a team effort regardless of the composition of the team.

Comment for Signal School:

The Signal School's position, as stated in 5 Dec 77 letter to the Infantry Center on the subject, "Baseline PT Program", is that no task associated with any signal MOS requires physical capability above those required in the baseline PT program. The official position remains that there are no signal MOS that cannot be performed by female soldiers. This position is based on personal command experience at the Signal Group and Battalion, including Division Signal Battalion level by the CG and other directors at the US Army Signal Center and Fort Gordon and experience gained as the proponent for conducting signal MOS training.

/S/MAJOR EARL L. TINGLE, SIGC

Rank and Name

EVALUATION OF MOS 36C TELEPHONE INSTALLER AND LINEMAN

	A	B	TING FACTORS C	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO .	
2. CRITICAL TASK	GO			NO-GO
3. PHYSICAL REQUIREMENTS	N/A		NO-GO	
4. FIELD SURVEY OPINIONS			NO-GO	NO-GO
5. OTHER SOURCES	GO			NO-GU
SB-86P. b. With 94% (f women can ins confidence, iss	ues (%)	elephone switchboo	569 m 78 / B
a. 3C - 5% of SB-86P. b. With 94% of 4C - stree arm/ 2D - skill 4D - capal 5D - stree 2. CHALLENGE. a. US Army Stall their MOS's and	f women can ins confidence, iss ngth (75), size leg strength (4 is (58), mechan ole of performi ss (74) ignal School ch re at baseline	ues (%) (64), grip (56 6), endurance (3 ical ability (5) ng job (73) allenged initia (See page A-1-5), coordination (574). 7) 1 task list, and 9	stated that
a. 3C - 5% of SB-86P. b. With 94% of 4C - stree arm/ 2D - skill 4D - capal 5D - stree arm/ 2. CHALLENGE. a. US Army Stall their MOS's arm b. From interesting signification on a selective arm of the susrvey questing signification of the susrvey questing signification of the susrvey questing signification and selective arms.	f women can ins confidence, iss ngth (75), size leg strength (4 is (58), mechan ole of performi ss (74) ignal School ch re at baseline rviews with sen ionnaire, it is ificant problem basis.	ues (%) (64), grip (56 6), endurance (ical ability (5) ng job (73) allenged initia (See page A-1-5) ior and junior EWITA's positions in the physical), coordination (574). 74). 7)	stated that nses from on should

EVALUATION OF MOS 45K TANK TURRET REPAIRMAN

CURRENTLY:	OPEN X	CLOSED	RECOMMENDATION:	OPEN X	CLOSED
	A SHARE THE PARTY OF THE PARTY	CONTRACTOR OF THE PARTY OF THE			

		A	DISCRIMINA	TING FACTORS	D
	ICE OF MOS JIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	GO			NO-GO
3.	PHYSICAL REQUIREMENTS	N/A		GO	
4.	FIELD SURVEY OPINIONS			NO-GO	NO-GO
5.	OTHER SOURCES	GO			NO-GO

DISCUSSION: MOS above baseline.

1. NO-GO Rationale. The Street of the Street

a. 4C - Perceptions of MOS incumbents surveyed show strength, size, endurance and grip to be deterrents at 83% confidence level.

b. 2D - Survey shows that skill and mechanical ability to be deterrents, at 83% confidence level.

c. 4D - Survey results indicate that women are not capable of performing the job, at 83% confidence level.
d. 5D - Survey results show toughness, stress, self-image, and emotional control to be additional problems, at 83% confidence level.

2. NO-GO Challenge.

The attitudes of the survey sample on physical capabilities is not supported by the analysis of physical tasks by the physical requirements/capabilities panel.

RECOMMENDATION: That MOS 45K remain open to women. The second of the protection of the control of the

THE TRANSPORT OF THE TR

EVALUATION OF MOS 45N TANK TURRET MECHANIC

		DISCRIMINA	TING FACTORS	
	A	В	C	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO	

UNK

CURRENTLY: OPEN X CLUSED RECOMMENDATION: OPEN CLUSED X

TASK

3. PHYSICAL GO GO
REQUIREMENTS

4. FIELD SURVEY OPINIONS

5. OTHER SOURCES

GO NO GO UNK

UNK

UNK

DISCUSSION: MOS above baseline.

GO

CRITICAL

NO GO Rationale. 5B - No positions available to women based on objective 3 analysis.

RECOMMENDATION: That MOS 45N be closed to women based on career progression.

IMPACT ON RESERVE COMPONENT: Recommendation compatible.

Treated he noted hance of becato as her com that implifule of

EVALUATION OF MOS 45R MISSILE TANK TURRET MECHANIC

	- A		TING FACTORS	
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO (h)	
2. CRITICAL TASK	G0			UNK
3. PHYSICAL REQUIREMENTS	GO		GO	
4. FIELD SURVEY OPINIONS			UNK	UNK
5. OTHER	GO	NO GO		UNK
SOURCES DISCUSSION: MOS AL HO GO Rationale. Sinalysis.	pove Baseline.	ons available t	o women based on o	objective 3
DISCUSSION: MOS AL		ons available t	o women based on o	bjective 3
DISCUSSION: MOS AND STATE OF THE PROPERTY OF T	5B - No positi		o women based on o	bjective 3
OISCUSSION: MOS AND	at MOS 45R be	closed to women	n based on career	

EVALUATION OF 51A CONSTR UTIL WORKER

	A	DISCRIMINA B	TING FACTORS C	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO	
2. CRITICAL TASK	60			UNK
3. PHYSICAL REQUIREMENTS	GO		GO	
4. FIELD SURVEY OPINIONS			UNK	UNK
5. OTHER SOURCES	GO	NO GO		UNK

EVALUATION OF MOS 51B CARPENTER

CURRENTLY: OPEN X CLOSED RECOMMENDATION: OPEN CLOSED X

		A	D		
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	NO GO	. G0	
2.	CRITICAL TASK	NO GO			UNK
3.	PHYSICAL REQUIREMENTS	GO .		NO GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	N/A		UNK

DISCUSSION: MOS above baseline.

- 1. NO GO Rationale.
- a. 2A Perform as a member of a combat engineer squad in the assault of a fortified position.
 - b. 1B Progresses to MOS 51H (closed at E-6).
- c. 3C Nine quantifiable tasks available for analysis: 0%, 5%, 5%, 5%, 50%, 50%, 100%, 100%, 100% of female population capable of performing task.
- 2. Oct 77 female content: 74 (5%).

RECOMMENDATION: That MOS 51B be closed to women by CED and career progression.

EVALUATION OF MOS 51C STRUCTURES SPECIALIST

CURRENTLY: OPEN X CLOSED RECOMMENDATION: OPEN CLOSED X

		A SOL	DISCRIMINATING FACTORS A B C D				
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS		
1.	AR 611-101 AR 611-112 AR 611-201	GO No.	NO GO	GO			
2.	CRITICAL TASK	NO GO			UNK		
3.	PHYSICAL REQUIREMENTS	GO		NO GO			
4.	FIELD SURVEY OPINIONS			UNK	UNK		
5.	OTHER SOURCES	GO	N/A		UNK		

DISCUSSION: MOS above baseline.

- 1. NO GO Rationale.
- a. 2A Perform as a member of a combat engineer squad in the assault of a fortified position.
 - b. 1B MOS feeds MOS 51H (closed at grade E-6).
- c. 3C Three quantifiable tasks available for analysis; 10% of female population capable of performing tasks.
- 2. Oct 77 female content: 4 (1%).

RECOMMENDATION: That MOS 51C be closed to women by CED and career progression.

EVALUATION OF 51D MASON

	A	DISCRIMINA B	TING FACTORS	
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO T	GO (%)	
2. CRITICAL TASK	60			UNK
3. PHYSICAL REQUIREMENTS	GO		GO GO	
4. FIELD SURVEY OPINIONS			UNK	UNK
5. OTHER SOURCES	GO	NO GO		UNK
			women based on o	
		(₁₀ 89, 15900 / 6)	ermids a member o film.	ra-W - Rt. Lt. La Pagnita DR S
aluses ed	of bauga wis	ges formo (#)	n tedmon o se mio nitra (a) kas lab (app) (a) kas lab (app)	
aluses ed	of bauga wis	gna folkko a ja Sbeha so jas Stafiki ava ska	nedmon o 26 min netra no 148 Jan 25007	1914 - 55, 6 10 (erai) 109 6 208 - 61 - 6 207 - 35 - 5 Febras moraria
aluses ed	of bauga wis	gna folkko a ja Sbeha so jas Stafiki ava ska	tedmon presiming mitte (g) has take boot (g) ensifitanse b gottansek boot to b	rmid St. 6 colfarations 5 com St. 6 and 2 decisions/driv
states mi	of though the	gaa faako (b. 1 aberg 25 09 Y afibi qab afa akki	tedmon presiming mitte (g) has take boot (g) ensifitanse b gottansek boot to b	enter St. S. 208 - St. S. 208 - St. S. 208 - D. 208 - D. Edonac coddrin

EVALUATION OF 51G SOILS ANALYST

CURRENTLY: OPEN X CLUSED RECOMMENDATION: OPEN CLOSED X

		1	DISCRIMINA B	TING FACTORS C	ð
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	GO			UNK
3.	PHYSICAL REQUIREMENTS	GO		GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	NO GO		UNK

DISCUSSION: MOS at paseline.

NO GO Rationale. 5B - No positions available to women based on objective 3 analysis.

none as the company the state of the company of the contract o

L. Det II was contrast & (12)

RECUMMENDATION: That MOS 51G be closed to women based on career progression.

EVALUATION OF MOS 51H CONSTRUCTION FOREMAN

CURRENTLY: OPEN X CLOSED RECOMMENDATION: OPEN CLOSED X

		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	DISCRIMINA B	TING FACTORS	D
SOURCE OF MUS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO (3)	GO	
2.	CRITICAL TASK	NO GO			UNK
3.	PHYSICAL REQUIREMENTS	NO GO		UNK	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	N/A		UNK

DISCUSSION: MOS above baseline.

- 1. NO GO rationale.
- a. 2A Perform as a member of a combat engineer squad in the assault of a fortified position.
- b. 3A One physical task available for analysis Assault an enemy position as a member of a combat engineer squad.
- 2. Oct 77 MOS content: 2 (1%).

RECOMMENDATION: That MOS 51H be closed to women by CED.

EVALUATION OF MOS 51K PLUMBER

CORI	RENTLY: OPEN	X CLOSED		MMENDATION: OPEN	CLOSED
		Α	B	C	D
	ICE OF MOS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
ı.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO GO	
2.	CRITICAL TASK	GO			UNK
3.	PHYSICAL REQUIREMENTS	GO		GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	NO GO		UNK

DISCUSSION: MOS at baseline.

NO GO Rationale. 5B - No positions available to women based on objective 3 analysis.

RECOMMENDATION: That MOS 51K be closed to women based on career progression.

EVALUATION OF MOS 51M FIREFIGHTER

CURRENTLY: OPEN X CLOSED RECOMMENDATION: OPEN CLOSED X

		A A	DISCRIMINA B	TING FACTORS	D
SOURCE OF MOS REQUIREMENTS		EXCLUSION DEFINITION	CAREER PROGRESSION	CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	eo eo			UNK
3.	PHYSICAL REQUIREMENTS	GO		NO-GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	UNK		UNK

DISCUSSION: MOS above baseline.

- 1. NO-GO Rationale. 3C Virtually no females can carry a conscious victim weighing 175 lbs down a ladder.
- 2. Current female content: 18 (5%).

RECOMMENDATION: That MOS 51M be closed to further input of women until the physical standards for MOS 51M are incorporated in the enlistment process.

EVALUATION OF MOS 51N WATER SUPPLY SPECIALIST

CURRENTLY:	OPEN X	CLOSED	RECOMMENDATION:	OPEN X	CLOSED
------------	--------	--------	-----------------	--------	--------

		A	DISCRIMINA B	TING FACTORS	D
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	NO GO	GO	
2.	CRITICAL TASK	NO GO			UNK
3.	PHYSICAL REQUIREMENTS	GO		NO GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	N/A		UNK

DISCUSSION: MOS above baseline.

- 1. NO GO Rationale.
- a. 2A Move as a member of a fire team. Move under direct fire. Control fire team movement.

b. 1B - feeds MOS 51H (closed at E-8).

- c. 3C Six quantifiable tasks available for analysis; 5%, 25%, 50%, 50% 65%, 100% of females can perform them, respectively.
- 2. Challenges. 2A Critical tasks outlined in block 2A are not likely to be governing factors in MOS duties; would be required only if water point is attacked and 51N would defend site.
- 3. Oct 77 female content: 19 (3%).

RECOMMENDATION: That MOS 51N be closed to women based on career progression

IMPACT ON RESERVE COMPONENT: Career progression should not be a constraint to closing this MOS in the RC because advancing beyond E7 is not a requirement for a viable career. This MOS should be open in the RC.

PACT ON RISERVE CONTONENCE RELEMBNOST tion beam willer

EVALUATION OF MOS 51R ELECTRICIAN

CURR	CURRENTLY: OPEN X CLOSED RECOMMENDATION: OPEN CLOSED X							
-		A B C		D				
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS			
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO ,				
2.	CRITICAL TASK	NO. GO			UNK			
3.	PHYSICAL REQUIREMENTS	GO		NO GO				
4.	FIELD SURVEY OPINIONS			UNK	UNK			

DISCUSSION: MOS above baseline.

GO

NO GO Rationale.

SOURCES

5. OTHER

- a. 2A Move as a member of a fire team. Move under direct fire. Control fire team movement.
 - b. 5B No positions available to women based on objective 3 analysis.

NO GO

UNK

- c. 3C One quantifiable task available for analysis, 25% of female population capable of performing task. a decreased who til words declerated at the second at the second and til world actions and the second at the secon
- 2. Oct 77 female content: 36 (4%).

RECOMMENDATION:

1. That MOS 51R be closed to women by CED, career progression and physical limitations.

THE REAL DESIGNATION OF GRANIES OF THE CONTRACT CHAIR MARKETS

EVALUATION OF MOS 54C SMOKE & FLAME SPECIALIST

CURRENTLY: OPEN X CLOSED RECOMMENDATION: OPEN CLOSED X						
	THE A PENNS	DISCRIMINATING FACTORS A B C D				
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS		
AR 611-101 1. AR 611-112 AR 611-201	NO GO	GO	GO			
2. CRITICAL TASK	NO GO			UNK		
3. PHYSICAL REQUIREMENTS	N/A		UNK			
4. FIELD SURVEY OPINIONS			UNK	UNK		
5. OTHER SOURCES	UNK	N/A		N/A		

DISCUSSION: MOS above baseline.

- 1. NO GO Rationale.
- a. 1A Loading & firing self propelled flame thrower & on-vehicle weapons. Operates firing controls. Delivers fire on designated targets.
- b. 2A Ground flame weapons . . . are employed for both antipersonnel & anti-material effects. Principle use in offensive operations.
 Suppress fire, produce casualties . . . The soldiers participate as
 gunners of a section in . . . flame attack.

RECOMMENDATION: That MOS 54C be closed to women by CED.

IMPACT ON RESERVE COMPONENT: Recommendation compatible.

PORCE OR RESERVE CONSIDERATION REPORTS AND CONTRACTOR

EVALUATION OF MOS 558 AMMUNITION STORAGE SPECIALIST

CURRENTLY:	OPENT	CLOSED	RECOMMENDATION:	OPEN -	CLOSEDEX
				J. 2.1	OLOGED A

4		A	D		
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	GO			NO GO
3.	PHYSICAL REQUIREMENTS	N/A		NO GO	
4.	FIELD SURVEY OPINIONS			NO GO	NO GO
5.	OTHER SOURCES	GO .	GO 11		NO GO

DISCUSSION: MOS above baseline.

- 1. NO-GO Rationale.
- a. Physical. 3C Only 45% women can lift 70 lb ammo box; 35% can lift test set (as team member); 35% can lift special tools, handling equip, nuc wpns and components; and 10% can place same in truck.
- b. 4C Questionnaire Results (91% confidence). Women will have problems in strength (72), endurance (63), size (66), grip (63), arm & leg length (42) and coordination (48).
 - c. Other Questionnaire Results. Women will have problems:
 - 2D Skills (46) and mechanical ability (42)
 - 4D Women incapable of performing in MOS (30)
 - 5D Stress (65), toughness (67), emotional control (59), aggressiveness (51).
- 2. Challenge. USAMMCS reps challenged validity of their own physical task list and the attitudinal data (incl 1). EWITA accepts rationale on task list, but parallel of very strong negative reaction on questionnaire indicates problems on physical capabilities. (See pages A-1-5-76 through A-1-5-79).

RECOMMENDATION: That MOS 55B be closed to further input of women until physical standards are established and incorporated in enlistment procedures.

- Non-concu. with closing MOS 55B and 55X to temale integration.
- 2. The tentative decision to exclude appears to be based on physical limitations and attitudes of the field as reflected in the results or a field survey.
- Reasons for nonconcurrence:
- a. The repertoire of skills embraced by the 55% can be functionalized as follows.
 - (1) Shipping and the appet at a view a state methor and the assessment 1.3
 - and the property of the profession of the percent of the feet of (2) Receiving the results and the results of government another warm comments of
 - (3) Storing
 - (4) Issuing
 - (5) Maintaining
 - (6) Accountability
- b. Shipping operations involve using materials handling equipment (MHE) to load palletized ammunition on railcars or trucks. Lifting of individual items is the exception rather than the rule as the pre-ponderance of ammunition being shipped is palletized. In those rare cases where ammunition is shipped and single items are handled, two persons are always used to lift heavy items. This is done to insure safety in operations. Additionally, conveyors are used for loading operations to reduce the distance that these items must be carried. Full combat equipment is rarely, if ever, worn while members are Full combat equipment is rarely, if ever, worn while members are engaged in shipping operations. The average weight carried by any one individual approximates 40 pounds; is lifted approximately three feet; and carried approximately three feet. The normal curation of the operation is one hour. The task consumes less than five percent of operational time during the working day. professa glass for asqu pattill .
- Receiving operations can be broken out into two parts: Unit returns and depot receipts. PROBLEM TO REAL DESIGNATION OF STORING AND STATE OF THE S
- (1) Unit returns consist of individual items returned to the Ammunition Supply Point (ASP) by the using unit. The using unit furnishes their assigned personnel to do off-loading operations. Thus, weight of items is not a factor for consideration for ASP personnel.

- (2) Depot receipts are generally 100% palletized and are handled with MHE. Thus, lifting is not a factor for consideration.
- d. Storage operations involve only minimal heavy lifting requirements. Heighth of lift rarely exceeds two feet while distance carried averages three feet.
- e. Issue operations constitute approximately 40% of the unit mission. Using units bring their assigned personnel to the ASP to load their vehicles. One ammunition checker is assigned to identify the items that are to be loaded and to verify the amount of ammunition to be loaded. Lifting for ASP personnel is not applicable during this operation.
- f. Maintenance operations that involve lifting of items in excess of 40 pounds are minimal. (Less than one percent.) Additionally, maintenance operations involving lifting are never performed unilaterally.
 - g. Accountability does not involve heavy lifting.
- h. The task "Lift test sets" applies to MOS 55%. These test sets are not found in Urdnance US/GS Ammunition Companies. They are a part of what is commonly called Ammunition Peculiar Equipment (APE) that are located in ammunition depots. They are used to function test ammunition. Two factors are important when considering the 55% role.
- (1) He is not a primary function tester of ammunition. He assists an Ammunition Surveillance Inspector who is a Department of the Army Civilian (DAC). The DAC is the primary while the 55% works in the secondary role as assistant. Test sets weighing 150 pounds are indeed a rarity. If the DAC is using the test set, rather than lifting, he will be assisted by the 55% to pull the test set to the required location. If lifting is required, adequate personnel are always available to do the lifting.
- (2) Ammunition depots are generally manned by 100% DACs. In the event that a rare 55% is assigned to a depot, his duties will be primarily administrative.
- i. Lifting special tools, handling equipment and nuclear weapons including component parts does not apply to either the 55B or the 55X. The role is inherent in the job of the 55G. Further, no one individual is ever permitted to engage in any operation involving nuclear weapons. A minimum of two people are required. This prohibition is contained in AR 50-5, para 1-3, az, and is known as "the two man rule."

- j. The final area to be covered is the attitudes/perceptions of the current population of 55Bs and 55X. Although the facts borne out thus far were purely objective, the following comments are subjective. However, they do represent the collective viewpoint of many individuals who have served a great number of years in the ammunition career field.
- (1) Integration of females into CMF 55 has taken place only within the past one to two years. The survey results appear to reveal an inherent resistance to change by the population. This resistance has an adverse impact on attitude and could easily be forecasted. No known panacea exist to solve the problem. Adequate communication, the exercise of good leadership practices, equality of treatment for all members, and time all have a viable role to play and ultimately, will change negativism to positive attitudes.
- (2) Proportionality in the NCO ranks does not presently exist among the sexes in ammunition units. When the intermediate and upper level NCO ranks are balanced among the sexes, great inroads will be made toward modifying attitudes.
- (3) As female personnel become commonplace in ammunition units and are represented throughout all NCO ranks, efficiencies in all functional areas should increase thereby changing perceptions of the male members.
- (4) Not-with-standing the above, the negative attitudes/perceptions of the current population should play only a very limited role in any decision making involving the closing of an MOS for female members.
- 4. This paper thus far, addressed MOS 55B and 55X only. However, CMF 55 includes MOS 55G, 35F, 55D, and 55Z. The following data is submitted for consideration when these MOS come up.
- a. MOS 35F and 55G. These MOS relate to the NW Electronics Specialists and the NW Maintenance Specialist respectively.
- (1) The physical requirements for lifting an 8" projectile weighing 250 pounds is invalid. The entire round, nuclear loaded weighs 243 pounds. However, nuclear loading occurs at the firing unit with firing unit personnel. The empty projectile, that ordnance SW members handle, weighs approximately 80 pounds. The requirement for these MOS to download a complete projectile is very rare indeed and would only occur in a combat environment in remote circumstances.
- (2) Test sets weighing above 40 pounds are rarely ever lifted by any one person. Two or more are always involved.

- (3) The NW weapon or component weighing 277 pounds is a four person carry item in a shipping container. Rare instances may occur where unloading is a requirement; uploading is even rarer.
 - b. MOS 55D EOD Specialist.
- (1) EUD personnel are checked for claustrophobia prior to entering into the field. If symptoms are exhibited, personnel are not acceptable.
- (2) Lifting requirements for 50 projectiles, 105mm/per hour and 50 ammunition boxes, 120 pounds each/per hour are invalid. The primary role of the EOD soldier is to locate and render safe, unexploded ordnance. The role depicted pertains to routine destruction of unserviceable ammunition and is assumed by the 55B. In any event, it is a very rare instance when this amount of ammunition would be routinely destroyed. It is rarer yet to see a time constraint placed on this task.
- c. MOS 55Z is the capper MOS in CMF 55. All duties are administrative in nature.
- 5. In conclusion, no valid reasons exist to exclude female members from any MOS within CMF 55.

/s/ C. P. CAREY
GS-12
C, Mun Br, CDD, TD, USAMMCS

of the section of the profession and introduction of the section and the section of the section

onesca and the design of the early and the property of the pro

THE COMMENT OF THE PROPERTY OF CONSERVE OF CONSERVE OF CONSERVED OF THE PROPERTY OF THE PROPER

Distribute a service of the service of the service of the service of

Partition of the state of and the state of t

EVALUATION OF MOS 62D ASPHALT EQUIP OP

	A	DISCRIMINA	TING FACTORS	0
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO	
2. CRITICAL TASK	GO			UNK
3. PHYSICAL REQUIREMENTS	GO		GO	
4. FIELD SURVEY OPINIONS			UNK	UNK
5. OTHER	60	NO GO		UNK
SOURCES DISCUSSION: MOS at NO GO Rationale. 5 analysis.			. The world like a line is	4944 L 30 CB
SOURCES DISCUSSION: MOS at 10 GO Rationale. 5 inalysis.	B - No position			FOR - AS LE SECTION DE SOCIAL PROPERTIES - DE SOCIAL ANTE - DE SOCIAL
SOURCES DISCUSSION: MOS at NO GO Rationale. 5 analysis.	B - No position	ni des fre d Primarin destana d destana d destana d destana destana desta	to the there as a second Last restricted to Last respect them to metric topon is there	word - AS is the court forth the and is as egg - AS - C egg - average
SOURCES DISCUSSION: MOS at NO GO Rationale. 5 analysis.	B - No position	ni des fre d Primarin destana d destana d destana d destana destana desta		word - AS is the court forth the and is as egg - AS - C egg - average
SOURCES DISCUSSION: MOS at NO GO Rationale. 5 analysis.	B - No position	ni des fre d Primarin destana d destana d destana d destana destana desta	to the there as a second Last restricted to Last respect them to metric topon is there	vol - AS is the that forth that the SS of average
SOURCES DISCUSSION: MOS at NO GO Rationale. 5 analysis.	B - No position	nat dang arkan regara carasana carasana man ya atama an annan annas at	o to the second a sec	word - AS is the court forth the and is as equipment as against as as a against as as a
SOURCES DISCUSSION: MOS at 10 GO Rationale. 5 Inalysis.	B - No position	nat dang arkan regara carasana carasana man ya atama an annan annas at	n based on career	#07 - AS .6 #19 99 17 10 75 #19 99 18 55 #27 - OS .6 #28 99 86 .2

A-1-5-77

EVALUATION OF MOS 62E CRAWLER TRACTOR OPERATOR

CURRENTLY: OPEN X CLOSED RECOMMENDAT	TION: OPEN	CLOSED X
--------------------------------------	------------	----------

	A	D		
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO NA	
2. CRITICAL TASK	NO-GO			N/A
3. PHYSICAL REQUIREMENTS	GO		NO-GO	
4. FIELD SURVEY OPINIONS			N/A	N/A
5. OTHER SOURCES	GO	NO-GO		N/A

DISCUSSION: MOS above baseline.

NO-GO Rationale.

- a. 2A Move as a member of a fire team. Move under direct fire. Control fire team movements. Task numbers 11-6, 191-1402; 11-6, 191-1403; U51-2391; Draft FM 5-62E 112, USAES, undated.
- b. 3C Five quantifiable tasks available for analysis; 10%, 50%, 85%,
 100% of average female population capable of performing tasks.
 - c. 5B No positions available to women based on objective 3 analysis.

RECOMMENDATION:

That MOS 62E be closed to women based on CED, career progression and physical limitations.

EVALUATION OF MOS 62G QUARRYMAN

CURRENTLY: OPEN X CLOSED RECOMMENDATION: OPEN CLOSED X

	DISCRIMINATING FACTORS B C D				
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS	
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO		
2. CRITICAL TASK	UNK			UNK	
3. PHYSICAL REQUIREMENTS	GO		NO GO		
4. FIELD SURVEY OPINIONS			UNK	UNK	
5. OTHER SOURCES	GU	NO GO		UNK	

DISCUSSION: MOS above baseline.

NO GO Rationale

- a. 5B No positions available to women based on objective 3 analysis.
- b. 3C Seven quantifiable tasks available for analysis: 25%, 50%, 85%, 100%, 100%, 100% female population capable of performing tasks.

RECOMMENDATION: AND ADDRESS OF GREEK SOCIOUS HES CONTRACT CONTRACT

- 1. That MOS 62G be closed to women based on career progression and physical limitations.
- 2. That MOS 626 be reevaluated when soldier's manual is published.

EVALUATION OF MOS 62H CONCRETE PAVING EQUIPMENT OPERATOR

CURRENTLY:	OPEN X	CLOSED	RECOMMENDATION:	OPEN	CLOSED
		DISCI	RIMINATING FACTORS		

	and the second second second second	A	D		
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	UNK			UNK
3.	PHYSICAL REQUIREMENTS	GO		NO-GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO ·	NO-GO		UNK

DISCUSSION: MOS above baseline.

NO-GO Rationale.

a. 3C - Three tasks available for analysis; 10%, 25%, and 50% of female population are capable of performing the tasks.

b. 5B - No positions available to women based on objective 3 analysis.

RECOMMENDATION: That MOS 62H be closed based on career progression and physical limitations

IMPACT ON RESERVE COMPONENT: Recommendation compatible.

restriction of themse a transfer date of the course as also as a sent

reldesagana Apiasar diamagas considerad armazan ma Türk

TRANSPORTER TORY

EVALUATION OF MOS 62J GENERAL CONSTRUCTION MACHINE OPERATOR

E NEW REPLACEMENTS	A	D		
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO	
2. CRITICAL TASK	GO			UNK
3. PHYSICAL REQUIREMENTS	GO		NO-GO	
4. FIELD SURVEY OPINIONS			UNK	UNK
5. OTHER SOURCES	GO	NO-GO		UNK

DISCUSSION: MOS above baseline.

- 1. NO-GO Rationale.
 - a. 5B No positions available to women based on objective 3 analysis.

Cana whaten there was est or elysed to seems haven or carper

- b. 3C Five tasks available for analysis; .5%, 5%, 25%, 50% and 100% of average female population capable of performing task.
- 2. Female content: 23 (21%).

RECOMMENDATION: That MOS 26J be closed to women based on career progression and physical limitations.

EVALUATION OF MOS 62K GRADER OP

The season (T) is so	O THOIL WHEN THE	DISCRIMINA B	TING FACTORS C	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO	
2. CRITICAL TASK	GO			UNK
3. PHYSICAL REQUIREMENTS	GO		, GO	
4. FIELD SURVEY			UNK	UNK
OPINIONS				
5. OTHER SOURCES	GO at baseline. 5B - No positi	NO GO		
5. OTHER SOURCES DISCUSSION: MOS a NO GO Rationale. analysis.	t baseline. 5B - No positi	ons available t	offess constitute	objective 3
5. OTHER SOURCES DISCUSSION: MOS a NO GO Rationale. analysis.	t baseline. 5B - No positi	ons available t		bjective 3
5. OTHER SOURCES DISCUSSION: MOS a NO GO Rationale. analysis.	t baseline. 5B - No positi	ons available t	.5180 pp. fileso cosiai .pp. 	objective 3
5. OTHER SOURCES DISCUSSION: MOS a NO GO Rationale. analysis.	t baseline. 5B - No positi	ons available t	.5160 geffers constitut topfskis tykstic gest constitutes i	bjective 3
5. OTHER SOURCES DISCUSSION: MOS a NO GO Rationale. analysis. RECOMMENDATION: Toprogression.	t baseline. 5B - No positi That MOS 62K be	ons available t	.5160 geffers constitut topfskis tykstic gest constitutes i	objective 3

77.6-1.8

EVALUATION OF MOS 62L WHEEKED TRACTOR OP

La La della della compania della	DISCRIMINATING FACTORS B C D					
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS		
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	GO			
2. CRITICAL TASK	GO			UNK		
3. PHYSICAL REQUIREMENTS	GO		60			
4. FIELD SURVEY OPINIONS			UNK	UNK		
5. OTHER SOURCES	GO	NO GO		UNK		
analysis.	nove will be	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -				
NO GO Rationale. analysis.	berns Walte ver seven somb de grinde ed fague, san bee			TO THE PERSON OF		
NO GO Rationale. analysis.	berns Walte ver seven somb de grinde ed fague, san bee			TO THE PERSON OF		
NO GO Rationale. analysis.	porte Valle de la companya de la com			A CAST Description		
NO GO Rationale. analysis.	principality of the second sec		The second secon	A CAST Description		
NO GO Rationale. analysis. RECOMMENDATION: T	principality of the second sec		The second secon	A CAST Description		

EVALUATION OF MOS 63B WHEEL VEHICLE MECHANIC

CURRENTLY: OPEN X CLOSED ___ RECOMMENDATION: OPEN X CLOSED

		A	0		
	RCE OF MOS JIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	GO			NO-GO
3.	PHYSICAL REQUIREMENTS	N/A		GO	
4.	FIELD SURVEY OPINIONS			NO-GO	NO-GO
5.	OTHER SOURCES	GO			NO-GU

DISCUSSION: MOS above baseline.

1. NO-GO Rationale.

- 4C Perceptions of MOS incumbents surveyed show strength, size, endurance and grip to be deterrents at 94% confidence level.
- b. 2D Survey shows that skill and mechanical ability to be deterrents, at 94% confidence level.
- c. 40 Survey results indicate that women are not capable of
- performing the job, at 94% confidence level.
 d. 5D Survey results show toughness, stress, self-image, and emotional control to be additional problems, at 94% confidence level.

2. NO-GO Challenge.

The attitudes of the survey sample on physical capabilities is not supported by the analysis of physical tasks by the physical requirements/capabilities panel.

RECOMMENDATION: That MOS 63B remain open to women.

EVALUATION OF MOS 67N UTILITY HELICOPTER REPAIRER

	A	DISCRIMINA B	TING FACTORS C	D
SOURCE OF MOS REQUIREMENTS	COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
AR 611-101 1. AR 611-112 AR 611-201	GO	GO	G0	
2. CRITICAL TASK	GO			NO GO
3. PHYSICAL REQUIREMENTS	GO		NO GO	
4. FIELD SURVEY OPINIONS			NO GO	NO GO
5. OTHER SOURCES	60			NO GO
		battery from a		(Task
a. 25% of women (1001). b. 55% of women (2025). c. 40% of women (1001). d. With 95% con (1001). 4C - streng (1001). 4D - Incapa (1001). 5D - Tough	en can remove en can lift a en can perform lask 2122/3). onfidence: Is gth (52), endu able (52) s (45) ness (62), emo	battery from a full tool box t effectively in sues (%). rance (53)	utility helicopter he required height removal/installati	(Task (Task on of
a. 25% of women and selection	en can remove en can lift a en can perform lask 2122/3). onfidence: Is gth (52), endu able (52) s (45) ness (62), emo , leadership (greement in fi	battery from a full tool box t effectively in sues (%). rance (53) tional control 49), endurance eld and Transpo	utility helicopter he required height removal/installati (58), stress (58),	(Task (Task on of self~
a. 25% of women and the second	en can remove en can lift a en can perform Task 2122/3). onfidence: Is gth (52), endu able (52) s (45) ness (62), emo , leadership (greement in fi ver work in is of performanc	battery from a full tool box t effectively in sues (%). rance (53) tional control 49), endurance eld and Transpo olation. N be closed to	utility helicopter he required height removal/installati (58), stress (58), (53) rtation School rega	(Task (Task on of self- ording 3C;
a. 25% of women and the strength of the streng	en can remove en can lift a en can perform Task 2122/3). onfidence: Is gth (52), endu able (52) s (45) ness (62), emo , leadership (greement in fi ver work in is . That MOS 67 of performanc ssion phase.	battery from a full tool box t effectively in sues (%). rance (53) tional control 49), endurance eld and Transpo olation. N be closed to e standards and	utility helicopter he required height removal/installati (58), stress (58), (53) rtation School rega	(Task (Task on of self- ording 3C; men

EVALUATION OF MOS 76Y UNIT ORGANIZATIONAL SUPPLYMAN

CURRENTLY: OPEN X CLOSED RECOMMENDATION: OPEN X CLOSED

SOURCE OF MOS REQUIREMENTS		A LANGE	D		
		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO .	
2.	CRITICAL TASK	60			GO
3.	PHYSICAL REQUIREMENTS	GO GO		NO GO	
4.	FIELD SURVEY OPINIONS			NO GO	GO
5.	OTHER SOURCES	GO			GO

DISCUSSION: MOS above baseline.

1. NO GO Rationale.

- a. 3C Physical requirements/capabilities panel of experts, based on TRADOC tasks, indicates that only 45% females can receive supplies and equipment, to include lifting ammunition boxes (wt 90 lbs) 12 times per hour 8 times daily.
- b. 4C Perceptions of MOS incumbents surveyed showed endurance (42%) to be an important problem in combat.
- 2. Challenge. EWITA questions the validity of task conditions and standards as women have demonstrated their ability to perform in 76Y for many years. Detail personnel usually perform the tasks. There are currently 1464 women in the MOS (7%).

RECOMMENDATION: That MOS 76Y remain open to women.

ACCUMENCE TO THE PROPERTY OF BURNESS AND TO THE PROPERTY OF TH

be these there of the interior 25th time at contrast vitariate according

STANDARDS TO VERNING AND STANDARDS STANDARDS WAS ESTANDED.

and the materials of the section of

EVALUATION OF MOS 82C FEILD ARTILLERY SURVEYOR

CURRENTLY: OPEN CLOSED RECOMMENDATION: OPEN X CLOSED

			D		
SOURCE OF MOS REQUIREMENTS		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	60			GO
3.	PHYSICAL REQUIREMENTS	GO		NO-GO	
4.	FIELD SURVEY OPINIONS			NO-GO	GO
5.	OTHER SOURCES	GO	GO		NO-GO

DISCUSSION: MOS above baseline.

- NO-GO Rationale.
- a. 3C Only 65% of all females can lift 61 lbs, to a height of 1 meter or carry 61 lbs. a distance of 25 meters as required by the TRADOC critical tasks.
 - b. With 94% confidence, issues (%)

 - 4C endurance (44) 5D toughness (95), stress (46), self-image (46), leadership (45), emotional control (42)
- 2. CHALLENGE. 3C Despite the agreement of blocks 4C and 5D with 3C, it is significant to note that the key block 4D is a GO. Only 35% of surveyed population thought females to be incapable of being an 82C. This one task which only 65% of females can perform is not deemed to be so critical as to deny females from serving in this MOS.
- 3. Proponent non-concurs. Survey parties conduct independent operations for sound, flash, radar, battery positions and target area on or just to rear of FEBA (within 1000m).
- 4. EWITA recommends closure of survey section in cannon units and target acquisition battery.

RECOMMENDATION: That MOS 82C be open to women.

EVALUATION OF MOS 93F FIELD ARTILLERY METEOROLOGICAL CREWMAN

CURRENTLY: OPEN	CLOSED X	RECOMMENDATION:	OPEN	(49)	CLOSED	X
particles on the particles of the second sec	NEW PROPERTY OF THE PROPERTY OF	DISCRIMINATING FACTORS				

		A	DISCRIMINA B	TING FACTORS	D
SOURCE OF MOS REQUIREMENTS		EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	GO			UNK
3.	PHYSICAL REQUIREMENTS	GO		NO-GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK
5.	OTHER SOURCES	GO	UNK		UNK

DISCUSSION: MOS above baseline.

- 1. NO-GO Rationale. 3C In a 4-person team, 40% females can lift 273 lbs to a height of 42 in; 65% can lift 196 lbs to a height of six feet. In a 2-person team, virtually no females and 40% males can load/unload the 300 lb GED generator into/from a vehicle or move the generator 30 meters.
- 2. Challenge. The above percentages, and operational experience, show that more than 2, usually 3 or 4, people move the generator.
- 3. Total female population-1 E-5 and 2 E-4.
- 4. MOS proponent indicates FADAC operations are critical tasks as found in MOS 13E and 15J and concurs.

of an in orders on adapt forces and at many one can related by the give with

while stay he parents many an facts with

Ches of the first and the first the first of

. sastand mora taland

RECOMMENDATION: MOS 93F be closed to further input of women until implementation of physical standards for 93F are incorporated in enlistment process.

EVALUATION OF MOS OUB DIVER

CURRENTLY: OPEN CLOSED RECOMMENDATION: OPEN CLOSED X

SOURCE OF MOS REQUIREMENTS		A	A B C		
		COMBAT EXCLUSION DEFINITION	CAREER PROGRESSION	PHYSICAL CAPABILITIES/ LIMITATIONS	ATTITUDES/ PERCEPTIONS
1.	AR 611-101 AR 611-112 AR 611-201	GO	GO	GO	
2.	CRITICAL TASK	NO GO			UNK
3.	PHYSICAL REQUIREMENTS	GO		NO GO	
4.	FIELD SURVEY OPINIONS			UNK	UNK .
5.	OTHER SOURCES	GO ,	N/A		UNK

DISCUSSION: MOS above baseline

- 1. NO-GO Rationale.
- a. 2A Performs underwater reconnaissance of . . . beach approaches, riverbeds Collects . . . data on . . . beach & riverbank characteristics . . . for use in river crossing & beach operations. (AR 611-201, pg. 3-51-69). No individual will be awarded a marine diver rating who fails to meet the qualifications for that rating.... Know how to prepare a beach or river intelligence report. (AR 611-75, para 2-3, pg. 2-1). meet the qualifications for that rating
- b. 3C Analysis of two quantifiable physical tasks reveals only 25% of female population is capable of performing them.
- 2. MOS content less than 75 individuals. No females as of Oct 77.

RECOMMENDATION: That MOS UUB be closed to women by CED and physical limitations.

ANNEX 6

IMPACT OF ROTATION BASE AND PROMOTION ON MOS/SPECIALTIES

1. The following MOS should be closed on the basis of career progression. There are $\frac{no}{no}$ positions available to women after decrementing for rotation base and promotion considerations for those men in closed units.

		NUMBER OF POSITIONS					
MOS	MOS TITLE	AUTHORIZED	CLOSED UNITS	ROTATION/ PROMOTION			
224B	Chapparal/Vulcan System Technicians	WARRANT OFFICER 70	9867 81787 918683399 78 9	U			
	Survey and committee the graph of	ENLISTED	grady 122\204 unitw	2- The Police date			
24P	Chapparal System	237	217	56			
24M	Vulcan System Mechanic	346	300	. 68			
51B	Carpenter	1541	1506	511			
62L	Wheeled Tractor Operator	425	312	138			
62K	Grader Operator	401	295	124			
62J	General Construction Machine Operator	634	564	239			
62H	Concrete Paving Equipment Operator	119	98	981799134 118			
62E	Crawler Tractor Operator	939	773	294			
51R	= Electrician	987	812	294			
51N	Water Supply Specialist	681	610	229			
51K	Plumber	629	526	189			
51G	Soils Analyst	85	63	29			

	60 (1673) F 3945 WA (384	NUMBER OF POSITIONS				
MOS	MOS TITLE	MOS TITLE AUTHORIZED		ROTATION/ PROMOTION		
is graff	indicating to the	ENLISTED	eur brooms 200 inde Inches or plant 1704 s	no despat nu		
51D	Mason	249	212	112		
51C	Structures Specialist	281	235	105		
51A	Construction Utilities Worker	602	569	278		
45R	Missile Tank Turret Mechanic	116	84	57		

2. The following MOS/SSI were further analyzed for career progression based on low numbers/percentages remaining for women after decrementing for men in closed units and for rotation base and promotion considerations. Recommendations for opening or closing are indicated.

MOS	MOS TITLE	Stor (FEM	IMUM IALE ITENT	FEMALE STRENGT OCT 77	H .	RECOMMENDATION
62G	Quarryman	SHE SHE MADE	Number 20	Percent 11%	E1-E4: E5:	4 1	Close for career progression (incl 1)
62D	Asphalt Equip Operator	Arjë 10	28	16%	E1-E4:	4	Close for career progression (incl 2)
51F	Pipeline Specialist	200	11	12%	None		No basis for closure. MOS reverting to 51H. (incl 3)
45P	Sheridan Turret mechanic		52	21%	E1-E4: E5:	2	No basis for closure. Recommend limit of 35 positions (incl 4)
63C	Track Veh mechanic	914	178	1.7%	E1-E4: E5-E6:	74	No basis for closure.

. Sad StaA

MOS	MOS TITLE	FEN	(IMUM IALE ITENT	FEMALE STRENGT OCT 77	TH	RECOMMENDATION
82B	Construction Supervisor	Number 11	Percent 4%	E1-E4: E5-E6:	11 2	No basis for closure. Note: More women currently in Army than position available. (incl 6)
68D	Acft Power- train Repairman	106	34%	E1-E4:	8	No basis for closure. (incl 7)
62N	Construction Mach Supv.	152	30%	None		MOS begins at E6. No basis for closure. (incl 8)
62M	R/T Forklift & loader Operator	254	13%	E1-E4: E5:	87 6	No basis for closure. (incl 9)
62F	Crane Operator	91	10%	E1-E4:	33	No basis for closure. (incl 10)
51H	Construction Foreman	161	15%	E6:	2	No basis for closure. (incl 11)
58K	Acft Component Repair Supv	81	57%	None		No basis for closure.

SAMON HOT

A Tree are after a country after a country ter a country to a country of the second areas and a country after accounting ter a country after accounting terms.

The production of the control of the end agent to be analysis of the control of t

INCLUSURE 1

AND SECURE DESCRIPTION	MOS ((Quarr			
RANK	SHORT TOUR	LONG TOUR	CONUS	TOTAL
E1-E4 Auth Total Closed	6 <u>6</u>	15 15	85 47	106 <u>68</u>
Positions Avail for Women	. 0	0	38	38
E5 Auth Total Closed	4:0000 4:0000	6 <u>6</u>	31 <u>18</u>	41 28
Positions Avail for Women	U	U	13	13;46
E6 Auth Total Closed	4 2	3 3 v	18 9	25 14
Positions Avail for Women	2	v	[∭] y	11
E7 Auth Total Closed	2 0	<u>u</u>	6 <u>0</u>	8 <u>u</u>
Positions Avail for Women	2	.	6	8

- 1. There are only 20 positions available to women Army wide (11% of total), after accounting for closed units, rotation base and promotion.
- 2. The positions in open units are not balanced between overseas and CONUS. No women will serve overseas until grade E6, and then very few. This produces an adverse situation for promotion potential for these women, and an unfair situation in the perception of male peers.
- 3. This data indicates that this MOS should be closed by career progression.

INCLOSURE 2

MOS 62D (Asphalt Equipment Operator)									
RANK		SHORT TOUR	LONG TOUR	CONUS	TOTAL				
E1-E4 Auth	Total ed		12 12	52 29	64 41				
Positions Ave for Women	ai l		U	23	23				
E5 Auth Close	Total	6 <u>6</u>	22 15	61 <u>30</u>	89 51				
Positions Ava	iii	U	. 7	31	10 / 7 / 38 / 10 / 10 / 10 / 10 / 10 / 10 / 10 / 1				
E6 Auth Close	Total	2 2	7 <u>5</u>	13 <u>9</u>	22 16				
Positions Ava for Women	ii	0	2	4	oard (.6) Geral Aust				
E7 Auth Close	Total			4	4				
Positions Ava	11			14.04	20 4 5 405				

- 1. There are 28 positions available to women after considering closed units, rotation base and promotion.
- 2. Although there are 71 positions Army wide in open units, there is poor balance between CONUS and overseas. No women will serve overseas until grade E5. Only seven positions exist at higher grades, and none are in short tour areas. These facts provide an adverse situation for the promotion of women and may well result in a perception of unfairness by male peers.
- 3. This MOS should be closed for career progression.

Land to the state of the state

de the best a for disease.

INCLOSURE 3

MUS 51F (Pipeline Specialist)						
RANK	SHORT TOUR	LONG TOUR	CONUS	TOTAL		
E1-E4 Auth Total Closed Positions Avail for Women		14 <u>0</u> 14	34 <u>U</u> 34	48 <u>U</u> 48		
ES Auth Total Closed Positions Avail for Women		6 0	9 <u>U</u> 9	15 0 0 15		
E6 Auth Total Closed Positions Avail for Women		8 0	1 <u>0</u> 1	9 U		
E7 Auth Total Closed Positions Avail for Women		6 5	11 9 10 + A	17 14 3		
E8 Auth Total Closed Positions Avail for Women	SPA SME A STATE OF THE STATE OF		2 <u>0</u> 2	202		

^{1.} There currently are no women in this MOS. The MOS is being eliminated from the Army inventory.

^{2.} If this MOS stays in, there is reasonably good balance between overseas and CONUS open unit positions throughout the grade structure.

^{3.} No basis for closure.

INCLUSURE 4

MOS 45P (Sheridan Turret Mechanic)						
RANK	SHORT TOUR	LONG Tour	CONUS	TOTAL		
E1-E4 Auth Total CLOSED	2 <u>2</u>	112 54	83 <u>48</u>	197 104		
Positions Avail for Women	0.	58	35	93		
E5 Auth Total Closed	0 <u>0</u>	43 <u>U</u>	6	49		
Positions Avail for Women	08/0	43	3	46		

- 1. There are 52 positions available after accounting for closed units, rotation base and promotion.
- 2. Balance between overseas and CONUS of positions in open units is not good. Filling all 52 with women will force some women overseas early. In order to advance to E5 some of the women will have to stay in the long tour area. There are no short tour slots.
- 3. While there is no basis for closure, there may be reason to limit this MOS to fewer than 52 women. 35 is suggested, because that is the total in CONUS. Those remaining in service will have to go on long tours to make E5.

2. The positions of the server server of each believed, behaved, between short tour, fore, fore, boar due tours, fore the discussion of the discussion.

INCLOSURE 5

Sentence of the sent of the se		S 63C icle Mechanic)		
RANK	SHORT TOUR	LONG TOUR	CONUS	TOTAL
E1-4 Auth Total Closed	165 141	3224 2460	2985 1996	6374 4597
Positions Avail for Women	24	764	989	1777
E5 Auth Total	54 36	742 562	67u 44u	1466 1038
Positions Avail for Women	18	180	230	428
E6 Auth Total Closed	30 <u>7</u>	437 210	559 168	1026 385
Positions Avail for Women	23	227	391	641
E7 Auth Total Closed	32 <u>31</u>	608 289	958 273	1598 593
Positions Avail for Women	1 1	319	685	1005

^{1.} There are only 178 positions available to women in this MOS (1.7% of total), after considering closed units, rotation base and promotion.

^{2.} The positions in open units are well balanced, however, between short tour, long tour and CONUS, and in all grades.

^{3.} There is no basis for closure of these 178 positions to women on the basis of career progression.

INCLOSURE 6

£180		OS 82B on Supervisor	·s)	
RANK	SHORT TOUR	LONG TOUR	CONUS	TOTAL
E1-E4 Auth Total Closed	5 <u>1</u>	33 33	109 <u>85</u>	147 119
Positions Avail for Women	4	U	24	28
E5 Auth Total Closed	6 ± ± ±	27 23	60 41	93 65
Positions Avail for Women	5	4	19	28
E6 Auth Total Closed	2 <u>U</u>	4 0	16 	22
Positions Avail for Women	2	4	16	22
E7 Auth Total Closed	Complete Carlos	196 (1969) - ARB - 201 (1967) - A	4 2 4 0	4 0
Positions Avail for Women	ाताव वर्षकृषे वर्ष		4	4

- 1. There are 13 women in this MOS as of October 1977. EWITA recommends a ceiling of 11 after considering closed units, rotation base, and promotion.
- 2. There is reasonably good balance between open unit positions in overseas areas and CONUS.
- 3. No basis for closure.

Wind-In

INCLUSURE 7

	M Aircraft Pow	OS 68D ertrain Repai	rman)	
RANK	SHORT TOUR	LONG TOUR	CONUS	TOTAL
E1-E4 Auth Total Closed	9 <u>6</u>	56 56	144 38	209 100
Positions Avail for Women	3	U	106	109
E5 Auth Total Closed	3 <u>u</u>	25 <u>0</u>	60 <u>U</u>	88 <u>U</u>
Positions Avail for Women	3	25	60	88
E6 Auth Total Closed	•	1 0	15 	16
Positions Avail for Women	1	1	15	16

- 1. There are 106 positions available for women after considering closed units, rotation base and promotion.
- 2. There is reasonably good balance in open unit positions between overseas and CONUS.

is the marin the closures

Experience as required to pool believes believes open unit posteriors in exercises

3. No basis for closure.

1.a name of the control o

e-a-L-A

INCLOSURL 8

(Co	MOS (nstruction Mac	62N hine Supervi	sor)	N.
RANK	SHORT TOUR	LONG TOUR	CONUS	TOTAL
E6 Auth Total Closed	15 <u>3</u>	71 39	190 <u>71</u>	276 123
Positions Avail for Women	12	32	119	153
E7 Auth Total Closed	12 10	47 38	139 61	198 109
Positions Avail for Women	2	er honge (n	78 (2003/963 97)	89
E8 Auth Total Closed	2 2	3 3	26 10	31 15
Positions Avail for Women	0	LL OF ONE PE	16	16

- 1. There are currently no women in this MOS, which begins at E6.
- 2. There are 152 positions available for women after considering closed units, rotation base and promotion. There is good balance between open unit positions in CONUS and overseas.
- 3. No basis for closure.

INCLUSURE 9

(R/T	Forklift and		tor)	
RANK	SHORT TOUR	LONG TOUR	CONUS	TOTAL
E1-E4 Auth Total Closed	55 <u>5</u>	276 25	728 <u>49</u>	1059 79
Positions Avail for Women	50	251	679	980
E5 Auth Total Closed	20 20	275 275	646 404	941 699
Positions Avail for Women	U	U	242	242

- 1. There are currently 93 women in this MOS. After considering closed units, rotation base and promotion there are 254 positions available for women.
- 2. There is good balance between CONUS and overseas open positions at the E1-E4 level. At E5 there are no CONUS positions. This MOS feeds 62N at E6 where there are sufficient overseas positions.

AT THE SECOND POST OF A SECOND PROPERTY OF A SECOND POST OF A SECOND POST

3. No basis for closure.

INCLUSURE 10

	MOS (Crane Op			
RANK E1-E4 Auth Total Closed Positions Avail for Women	SHORT TOUR 12 3 9	LONG TOUR 116 17 99	272 32 240	TOTAL 400 52 348
E5 Auth Total Closed Positions Avail for Women	25 <u>25</u> U	134 129 35	317 188 129	476 342 134

- 1. There are currently 33 women in this MOS. After considering closed units, rotation base and promotion there are 91 positions available for women.
- 2. There is good balance between CONUS and overseas open unit positions.

perceptions are some constant for the second of the second constant of the second constant

Considerant along the pass and a See transmission of the passenger of the passenger of the passenger of

3. No basis for closure.

INCLOSURE 11

And the second s	MOS (Constructio	51H n Foreman)		
RANK	SHURT TOUR	LONG TOUR	CONUS	TOTAL
E-6 Auth Total Closed	42 38	112 101	302 173	456 312
Positions Avail for Women	4	11	129	144
E7 Auth Total Closed	44 22	143 58	210 107	397 187
Positions Avail for Women	22	85	103	210
E8 Auth Total Closed	14 10	49 26	108 45	171 81
Positions Avail for Women	yan 12 yes 1 Maridan Dusi	23	63	90
E9 Auth Total Closed	1 <u>0</u>	5 U	16 0	22
Positions Avail for Women	1	5	16	22

^{1.} There are currently 2 women in this MOS, both E-6. After considering closed units, rotation base and promotion, there are 161 positions available for women.

^{2.} There is good balance between overseas and CONUS open unit positions.

^{3.} No basis for closure.

INCLOSURE 12

(Aircra	MOS of Component	68K Repair Syper	vi sor)	
RANK	SHORT TOUR	LONG TOUR	CONUS	TOTAL
E7 Auth Total Closed	7 <u>3</u>	21 21	113 13	141 -37
Positions Avail for Women	4	U	100	104

- 1. A senior NCO MOS which has had no female incumbents to date.
- 2. Although there are no positions in open units in long tour areas, this is not basis for closure.

APPENDIX A-2

This appendix contains the back up material and data in support of objective 2. Contents are as indicated below:

ANNEX	TITLE	PAGE
1	Results of Analysis of Category I Units by EWITA	A-2-1-1
2	Summaries of Background and Responses (Interviews)	A-2-2-1
3 .	Use of Unit Categorization for Assignment of Women	A-2-3-1
4	Nonconcurrences to EWITA Findings on Category I Units	A-2-4-1

SRC			BASIS FOR (BASIS FOR CLOSING UNI			EWITA	ANALYSIS
NUMBER	SALEDE TO THE SECURE	NO OPEN MOS	TOE SI MISSION	SION CAPA- BILITIES	LINE OF SIGHT WEAPONRY	ĕ ⊜	RECOM- MENDATION	REMARKS
01167	ASLT SUP HEL CO, ASLT SUP HEL BN, AIRMOBILE DIV					OPEN	OPEN	
U3087	NBC DEFENSE CO			94		OPEN	OPEN	
03266	HHD CHENICAL SMOKE GENERATOR BN	din book on a	*			OPEN	OPEN	
U3267	CHEMICAL SMOKE GEN- ERATOR CO			SV 1		OPEN	OPEN	
U3357	CHENICAL NECH FLANE CO	•		×	×	OPEN	35010	Reserve Components
05026	HHC, ENGR BN, ABN DIV		×	×		CLOSE	CLOSE	Needs clarifi-
05027	ENGR CO, ENGR BN, ABN DIV		×	×		CLOSE	CLOSE	cation
05036	HHC ENGR CHBT BN, CORPS	-91 - 10 - 11 4	18 ×	*		CLOSE	CLOSE	Needs clarifi-
05037	ENGR CHBT CO, CORPS		*	*		CLOSE	CLOSE	Cation
05038	ENGR CHBT CO US ARMY MISSILE COMMAND AIR TRANS	3 20		*		CLOSE	CLOSE	ean Section of the section of the se
05057	EMGR ATOMIC DEMOLITIONS MUNITIONS CO. CORPS		**************************************	₩ = N ×		CLOSE	CLOSE	
05064	ENGR ASLT BRIDGE CO, MOBILE		×	×		OPEN	CLOSE	
05079	ENGR ASLT BRIDGE CO, RIBBON	(See)	*	×		OPEN	CLOSE	
05107	USIO7 ENGR CO. SEPARATE INF BDE		*	*		CLOSE	CLOSE	2127 1464

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EWITA.

SRC			BASIS FOR CLOSING UNI	LOSING UNI	_		EWITA	ANALYSIS
KUMBER	TOE TITLE	OPEN	TOE S MISSION	STON CAPA- BILITIES	LINE OF SIGHT WEAPONRY	CED	RECOM- MENDATION	REMARKS
02108	ENGR CO, AR CAV REG		×	×		CLOSE	CLOSE	
05116	HHC ENGR CMBT BN HEAVY		×	×		CLOSE	CLOSE	Needs clarifi-
05117	ENGR EQUIP & MAINT CO ENGR CMBT BN HEAVY		*	*		CLOSE	CLOSE	
05118	ENGR CO ENGR CMBT BN		*	**************************************		CLOSE	CLOSE	47 F 12 F 18
05127	ENGR CO SEP AR OR MECH INF BDE		*	*		CLOSE	CLOSE	46.0
05137	ENGR CO SEP ABN BDE		*	*		CLOSE	CLOSE	
05146	05146 HHC, ENGR BN, AR OR MECH INF DIV		×	×		CLOSE	CLOSE	Needs clarifi- cation
05147	CBT ENGR CO AR OR NECH INF DIV		*	×		CLOSE	CLOSE	
05148	BRIDGE CO, AR/INF OR MECH/INF DIV		×	×	Var	CLOSE	CLOSE	
05156	HHC ENGR BN INF DIV		×	*		CLOSE	CLOSE	Needs clarifi-
05157	ENGR CO INF DIV		×	×		CLOSE	CLOSE	cation
05158	BRIDGE CO INF DIV		×	×		CLOSE	CLOSE	
96130	HHC ENGR CBT BN ABN		×	×		CLOSE	CLOSE	Needs clarifi-
15197	US197 ENGR EQUIP & MAINT CO ABN		×	×		CLOSE	CLOSE	cation

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EWITA (continued).

SRC			BASIS FOR CLOSING UNI	LOSING UNI	_		EWITA	ANALYSIS
NUMBER	TOE TITLE	2		STATEMENT	LINE OF	DA	RECOM-	
		MOS	MISSION	CAPA- BILITIES	SIGHT	CED	MENDATION	REMARKS
05198	ENGR CBT CO ABN		*	×		CLOSE	CLOSE	
05207	ENGR CO SEP LT INF BDE		×	×		CLOSE	CLOSE	
05216	HHC ENGR BN AMBL DIV		×	×		CLOSE	CLOSE	Needs clarifi-
05217	CBT ENGR CO AMBL DIV		×	×		CLOSE	CLOSE	cation
02570	ENGR CBT SUP TM	×			=	CLOSE	CLOSE	
05580	ENGR BRIDGE TM	×				OPEN	CLOSE	
06037	FA BTRY 155 SP AR CAV SQDN			×	×	CLOSE	CLOSE	10 m
06116	HHB SVC FA BN 105-TON SEP LT INF BDE					CLOSE	OPEN	Less Radar & Survey
06117	FA BTRY 105-TOW SEP LIGHT INF BDE		×	*	×	CLOSE	SCLOSE	
06156	HHB 105-TON INF DIV	4 3				CLOSE	OPEN	Less Radar
06157	BTRY 105-TOW INF/SEP INF BDE	1	*	×	*	CLOSE	3SOTO	
06159	SVC BTRY 105-TOW INF DIV/SEP INF BDE					CLOSE	OPEN	
06166	HHB 155-TON 8" SP INF DIV					CLOSE	OPEN	Less Radar & Survey

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EWITA (continued).

MIMRER	TOF TITLE	9	TOF	CTATEMENT	I THE OF	DA	RECOM	ANAL 1313
in the second	SART LABOR OF 25	OPEN		CAPA- BILITIES	SIGHT	5 8	MENDATION	REMARKS
06167	BTRY 155-TOW INF DIV		*	×	*	CLOSE	CLOSE	
06169	SVC BTRY 155-TOW 8" SP INF DIV		200			CLOSE	OPEN	
9/190	HHB SVC HJ AR/INF/MECH DIV					OPEN	OPEN .	
06177	BTRY HJ AR/INF/MECH DIV					OPEN	OPEN	
98190	HHB 105-TON SEP INF BDE					CLOSE	OPEN	Less Radar
06201	HHB ABN DIV ARTY					OPEN	OPEN	& survey
06206	HHB SVC 1US-TON ABN DIV OR SEP ABN BDE					CLOSE	OPEN	Less Radar & Survey
06207	BTRY 105-TON ABN DIV OR SEP ABN BDE		×	*	×	CLOSE	CLOSE	
06302	HHB AR/INF/MECH DIV ARTY		•	¥4)		OPEN	OPEN	
06307	TGT ACQ BTRY ABN/AR/INF/ MECH DIV ARTY			241		OPEN	OPEN	Less Radar & Survey
06358	BTRY 8" SP AR/INF/ MECH DIY	·	×	×	×	CLOSE	CLOSE	
06366	HHB 155 SP AR/INF/ MECH DIV					CLOSE	OPEN	Less Radar & Survey

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EWITA (continued).

NIMBED	TOE TITIE	ON	TOF CICHA	CTATEMENT ONL	I TMF OF	V	PECOM-	CITATION IN
4	Spine and the Deep Print	OPEN		CAPA- BILITIES	SIGHT	SB	MENDATION	REMARKS
06367	BTRY 155 SP AR/INF MECH DIV & SEP AR/INF MECH BDE		*	×	*	CLOSE	SCLOSE	
06369	SVC BTRY 155 SP AR/INF MECH DIV & SEP AR/INF MECH BDE	#				CLOSE	OPEN	
06376	HHB 155 SP SEP AR/INF MECH BDE				- -	CLOSE	OPEN	Less Radar & Survey
96990	HHB 8" SP AR/INF MECH DIV					CLOSE	OPEN	Less Radar & Survey
06397	BTRY 8" SP AR/INF MECH DIV		×	*		CLOSE	CLOSE	
06399	SVC BTRY 8" SP AR/INF MECH DIV					CLOSE	OPEN	
06401	HHB BN FA GROUP			i de		OPEN	OPEN	
06406	HHB 105 TOW					CLOSE	OPEN	Less Radar
06407	BTRY 105 TON		×	×	×	CLOSE	CLOSE	a survey
06409	SVC BTRY 105 TOW					CLOSE	OPEN	
06426	HHB 155 TOW					CLOSE	OPEN	Less Radar
06427	BTRY 155 TOW		×	×	*	CLOSE	CLOSE	a survey

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EWITA (continued).

SRC			BASIS FUK	BASIS FOR CLUSING UNI			ENTIA	MARTOTO
NUMBER	1111E	OPEN	TOE S MISSION	CAPA- BILITIES	LINE OF SIGHT WEAPONRY	CED	RECUM- MENDATION	REMARKS
06429	SVC BTRY 155 TOW	-				CLOSE	OPEN	
06436	HAB 175 SP					CLOSE	OPEN	Less Radar
06437	BTRY 175 SP		×.,	*	×	CLOSE	CLOSE	a survey
06439	SVC BTRY 175 SP				1 5	CLOSE	OPEN	
06446	HIR 8" SP					CLOSE	OPEN	Less Radar
06447	BTRY 8" SP		×	×	×	CLOSE	CLOSE	a survey
06449	SVC BTRY 8" SP				53	CLOSE	OPEN	
06456	HHB 155 SP					CLOSE	OPEN	Less Radar
06457	BTRY 155 SP		×	×	*	CLOSE	CLOSE	e survey
06459	SVC BTRY 155 SP					CLOSE	OPEN	· · · · · · · · · · · · · · · · · · ·
00590	US ARMY FA WARHEAD SUP DET					OPEN	OPEN	
06507	FA SEARCHLIGHT BTRY	- 201			×	OPEN	CLOSE	
06526	HHB SVC HONEST JOHN		-		Name of the second	OPEN	OPEN	
06527	BTRY, HONEST JOHN					OPEN	OPEN	
96990	HHB FA BN LANCE					OPEN	OPEN	
								Seattle Section 1

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EMITA (continued).

SRC			BASIS FOR	BASIS FOR CLOSING UNI			EWITA	ANALYSIS
NUMBER	TOE TITLE	NO OPEN MOS	TOE S MISSION	SION CAPA- BILITIES	LINE OF SIGHT WEAPONRY	CEO	RECOM- MENDATION	REMARKS
06597	BTRY LÁNCE					OPEN	OPEN	
06299	SYC BTRY LANCE					OPEN	OPEN	
06616	HIMB FA BN PERSHING		34	ы	ŞK	OPEN	OPEN	
06617	BTRY PERSHING					OPEN	OPEN	
06619	SVC BTRY FA BN PERSHING					OPEN	OPEN	00 10 10 00 00 00 00 00 00 00 00 00 00 0
10290	HHB AMBL DIV ARTY					OPEN	OPEN	
06702	AVN BTRY AMBL DIV ARTY					OPEN	OPEN	
90290	HHB SVC 1U5 TOW AMBL DIV					CLOSE	OPEN	Less Radar & Survey
06707	BTRY 105 TOW AMBL DIV		*	×	*	CLOSE	CLOSE	
91/90	HIR 155 TON AMBL DIV		•		V	CLOSE	OPEN	Less Radar
06717	BTRY-155 TOW AMBL DIV		*	*	×	CLOSE	CLOSE	a survey
06719	SVC-BTRY 155 TOW AMBL DIV					CLOSE	OPEN	
06727	AERIAL" BTRY AMBL DIV		*	*	×	CLOSE	CLOSE	
07016	HHC INF BN INF DIV/SEP INF BDE		(Battle		fon)	CLOSE	CLOSE	Pending PAC doctrine
				The Park of the Control of the Contr	LIME	1	10000	

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EWITA (continued).

SRC	2 min 2004	4	DASIS FOR CEUSING ONE	TATEMENT ON I	I THE AC	ž	PECON	MINELOSS
NUMBER	TOE TITLE	OPEN MOS	MISSION	CAPA- BILITIES	SIGHT WEAPONRY	S 03	MENDATION	REMARKS
07018	RIFLE CO INF DIV/SEP INF BDE		×	×	*	CLOSE	CLOSE	
07028	CHBT SUP CO INF DIV/ SEP INF BDE		*	×	*	CLOSE	CLOSE	
07036	HHC, INF BN (ABN) ABN DIV/SEP ABN BDE	3	(Battlef		ton)	CLOSE	CLOSE	Pending PAC doctrine
07037	RIFLE CO, ABN DIV/SEP ABN BDE		*	**	*	CLOSE	CLOSE	
07038	CMBT SUP CO ABN DIV/ SEP ABN BDE	45		*		CLOSE	CLOSE	
07042	HHC INF DIV BOE				٠	OPEN	OPEN	
07046	HHC INF BN MECH AR/INF/ MECH DIV OR SEP AR/MECH BDE		(Battlef	(Battlefield Location)	ion)	CLOSE	CLOSE	Pending PAC doctrine
07047	RIFLE CO AR/INF/MECH OR SEP AR/INF MECH BDE		*	*	*	CLOSE	CLOSE	
U7048	CMBT SUP CO AR/INF/INF MECH DIV OR SEP AR/INF MECH BDE			*	*	CLOSE	CLOSE	
07056	HHC INF BN AMBL DIV		(Battle	(Battlefield Location)	ion)	CLOSE	CLOSE	Pending PAC doctrine
MAN DE S	MI M							

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EWITA (continued).

SRC			BASIS FOR (BASIS FOR CLOSING UNI			EWITA	ANALYSIS
NUMBER	TOE TITLE	OPEN MOS	TOE S MISSION	STON CAPA- BILITIES	LINE OF SIGHT WEAPONRY	CEO	RECOM- MENDATION	REMARKS
07057	RIFLE CO INF BN AMBL DIV		*	*	×	CLOSE	CLOSE	
07058	CMBT SUP CO INF BN			*		CLOSE	CLOSE	
07086	HHC RANGER INF BN			*		CLOSE	CLOSE	
07087	RANGER CO RANGER INF BN		×	×	×	CLOSE	CLOSE	
07107	HHC SEP INF BDE					OPEN	OPEN	4 TO THE RESERVE OF T
07157	ABN INF RANGER CO		×	*	×	CLOSE	CLOSE	
07176	HIKC INF BN LT SEP LT INF BDE		(Battle	 (Battlefield Location)	ton)	CLOSE	CLOSE	Pending PAC doctrine
77.170	RIFLE CO INF BN LT SEP LT INF BDE		*	×	*	CLOSE	CLOSE	8
07178	CMBT SUP CO INF BN LT SEP LT INF BDE		×	*	*	CLOSE	CLOSE	
07256	HINC ASLT HEL BN ABN DIV	W				OPEN	OPEN	
07258	ASLT HEL CO ASLT HEL BN ABN DIV		*	×		OPEN	CLOSE	Pending clari- fication of
		CARLON STATES						combat air as- sault doctrine

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EWITA (continued).

SRC			BASIS FOR CLOSING	CLOSING UNI			EWITA	ANALYSIS
NUMBER	TOE TITLE	9	TOE S	STATEMENT	LINE OF	M	RECOM-	
		OPEN	MISSION	CAPA- BILITIES	SIGHT	CEO	MENDATION	REMARKS
07357	ASLT HEL CO SEP		×	×		OPEN	CLOSE	Same as SRC U7258
00520	INF ORG-INF PLT/DET (PATHFINDER ABN)	*	×	*	*	CLOSE	CLOSE	
07510	INF ORG INF PLT/DET (SNIPER)	*	*	* *	*	CLOSE	CLOSE	
07520	INF ORG INF PLT/DET (SCOUT/MILITARY DOG)		6			OPEN	OPEN	NOTE: Dog Teams within organi- tion will be closed since
						8	E C	all personnel are 118
17016	HHC, SEP AR BW LT		(Battlef	(Battlefield Location)	(uo	CLOSE	CLOSE	Pending PAC doctrine
17011	SEP TK/LT AR CO		×	×	*	CLOSE	CLOSE	
17018	AR CO LT SEP AR BN LT		×	×	×	CLOSE	CLOSE	
17019	CHET SUP CO SEP AR BN LT		*	*	×	CLOSE	CLOSE	
17027	TK CO OR LT AR CO AR CAV SQD ACR		×	×	×	CLOSE	3SOTO	
N. H	100 1105							

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EMITA (continued).

ANNEX 1

SRC	ALL PROPERTY OF THE PROPERTY O		BASIS FOR CLOSING UNI	LOSING UNI			EWITA	ANALYSIS
NUMBER	THE TOE TITLE	OPEN	TOE S MISSION	STATEMENT CAPA- BILITIES	LINE OF SIGHT WEAPONRY	CED	RECOM- MENDATION	REMARKS
17036	HHC TK BN AR/INF/INF MECH DIV OR SEP AR/INF/ INF MECH BDE		(Battlef	(Battlefield Location)	(wo	CLOSE	3S010	Pending PAC doctrine
17037	TK CO TK BN AR/INF/INF MECH DIV OR SEP AR/INF/ INF MECH BDE		*	×	*	CLOSE	35010	
17039	CMBT SUP CO TK BN AR/INF/INF MECH DIV OR SEP AR/INF/INF MECH BDE			*	*	CLOSE	SCLOSE	
17042	HHC AR DIV BDE					OPEN	OPEN	
17052	HIT AR CAV REG		(Battlef	(Battlefield Location)	(wo	OPEN	CLOSE	Pending PAC doctrine of SQDNS
17056	HHT AR CAV SQD AR CAV REG		(Battlef	 (Battlefield Location)	(F	CLOSE	CLOSE	Pending PAC doctrine
17057	AR CAV TRP AR CAV SQD AR CAV REG		×	×	*	CLOSE	CLOSE	
17058	AIR CAV TRP AR CAV REG		×	×	*	CLOSE	CLOSE	
17096	HHT AIR CAV SQD AMBL DIV			A-S		CLOSE	CLOSE	Pending battle- field location doctrine
17098	AIR CAV TRP AIR CAV SQD ABN DIV		*	×	*	CLOSE	CLOSE	

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EWITA (continued).

SRC			~	CLUSING UNI			ENITA	ANALYSIS
NUMBER	TOE TITLE	OPEN	TOE S MISSION	STATEMENT CAPA- BILITIES	LINE OF SIGHT WEAPONRY	CED CED	RECOM- MENDATION	REMARKS
17099	CAV TRP AIR CAV SQD ABN DIV		×	×	×	CLOSE	SOTO	
17102	HHC SEP AR BDE				24	OPEN	OPEN	
17106	HHT AR CAV SQD AR/INF MECH DIV		(Battlef	 (Battlefield Location)	_ (wo	CLOSE	CLOSE	Pending PAC doctrine
17107	AR CAV TRP AR CAV SQD AR/INF MECH DIV OR AR CAV TRP SEP AR/INF/INF MECH BDE		*	*	*	CLOSE	SCT0SE	
17108	AIR CAV TRP AR CAV SQU AR/INF MECH DIV OR AIR CAV TRP SEP		×		*	CLOSE	CLOSE	
17157	AR CAV TRP AR CAV SQD AR CAV REG	*	*	*	*	CLOSE	CLOSE	
17202	HHT AIR CAV CHBT BDE					OPEN	OPEN	
17206	HHT AIR CAV SQD, INF DIV/ SEP/AIR CAV CBT BDE					CLOSE	CLOSE	Pending battle- field location doctrine
17207	AR CAV TRP AIR CAV SQD INF DIV	2	*	*	×	CLOSE	CLOSE	
17208	AIR CAV TRP AIR CAV SQD INF DIV/SEP/AIR CAV CMBT BDE		*	*	×	CLOSE	CLOSE	

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EMITA (continued).

NUMBER			The state of the s			The second secon	CHILL	2000
	TOE TITLE	NO OPEN MOS	. TOE S MISSION	STON CAPA- BILITIES	LINE OF SIGHT WEAPONRY	CED	RECOM- MENDATION	REMARKS
17216	HHC AR BN (ABN)ABN DIV/SEP ABN BDE		(Battlef		(uo	CLOSE	35010	Pending PAC doctrine
17218	AR CO AR BN (ABN) ABN DIV/SEP ABN BDE		. ×	*	×	CLOSE	CLOSE	
17236	HHC TK BN 152MM AR/INF/ INF MECH DIV OR SEP AR/INF/INF MECH BDE	tangan Kabasa	(Battlef	Battlefield Location)	(uo	CLOSE	SCLOSE	Pending PAC doctrine
17237	TK CO, TK BN 152 MM AR/ INF/INF MECH DIV OR SEP AR/INF/INF MECH BDE		*	×	* ************************************	CLOSE	CLOSE	
17239	CMBT SUP CO TK BN 152MM AR/INF/INF MECH DIV OR SEP AR/INF/INF MECH BDE		*	*	*	CLOSE	CLOSE	
17276	HHT AIR CAV SQD ABN DIV			200 Company		CLOSE	CLOSE	Pending battle- field location doctrine
17271	CAV TRP AIR CAV SQD ABN DIV		*	*	*	CLOSE	CLOSE	
17278	AIR CAV TRP AIR CAV SQD ABN DIV		*	*	×	CLOSE	CLOSE	

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EWITA (continued).

				משונים אים ברכים מוני			ENTIA	ANALISIS
NUMBER	TOE TITLE	OPEN	TOE S MISSION	STATEMENT CAPA-	SIGHT	CED	RECOM- MENDATION	REMARKS
1	10 Car 1355 638 Con	202		01111115	MEAPONKT		100000	
17307	AR CAY TRP AR CAY SQD AR DIV OR AR CAY TRP							
	AIR/AR CAV SQD INF/INF							
	SEP AR/INF/INF NECH BDE		×	*	*	CLOSE	CLOSE	0.000
17386	HHC ATK HEL BN OR ATK							
	HEL BN AIR CAT CMBT BDE		- Aq			CLOSE	OPEN	
17387	ATK HEL CO ATK HEL BN					0.00	100	
	OK ATK HEL CO SEP		*	×	×	CLOSE	CLOSE	
30128	MILITARY INTELLIGENCE CO				and some	130,42	CF 325	
	AERIAL SURVEILLANCE					OPEN	OPEN	
31106	HAH DET SF BN ABN							
			×	×		CLOSE	CLOSE	And the second
31107	SF CO ABN SF GRP		×	×		CLOSE	CLOSE	200 200 C
37042	HIC INF DIY MECH BDE					OPEN	OPEN	
37102	HHC SEP INF BDE MECH					OPEN	0PEN	
44086	HING ADA AUTO MPNS BN SP	-	The state of the s	SE COCKER		CLOSE	OPEN	
44087	BTRY AUTO WPNS SP				×	CLOSE	CLOSE	
44236	HIR ADA BIN HANK					OPEN	OPEN	C 100 100 100 100 100 100 100 100 100 10
44237	BTRY HAWK					OPEN	OPEN	

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY ENITA (continued).

JKC			-	CLUSING UNI			CHIIA	CICIANN
NUMBER	TOE TITLE	NO	NI SCHON	STATEMENT CAPA-	LINE OF	89	RECOM- MENDATION	REMARKS
102		MOS		BILITIES	WEAPONRY			
44246	HHB ADA BN IMPROVED HAWK					OPEN	OPEN	
44247	BTRY IMPROVED HAMK	•				OPEN	OPEN	
44256	HIR ADA BU HANK SP				Taricolo (San	OPEN	OPEN	
44257	BTRY HALK SP					NEN	OPEN	
44266	HHB IMPROVED HAMK TRIAD					OPEN	OPEN	
44267	BTRY IMPROVED HAMK TRIAD					OPEN	OPEN	1 2 2 2 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1
44326	HIB C/V SP AR/INF/INF MECH DIV		1			CLOSE	OPEN	Less FAAR Plt/Sect
44327	BTRY VULCAN SP AR/INF/ INF NECH DIV		×	×	×	CLOSE	CLOSE	
44328	BTRY CHAPARRAL SP AR/INF/ INF NECH DIV			×	*	CLOSE	CLOSE	
44426	HHB VULCAN TON ABN DIV			1000 E		CLOSE	OPEN	Less FAAR Plt/Sect
44427	BTRY VULCAN TON ABN DIV		*	×	×	CLOSE	CLOSE	
44436	HIB VULCAN TON AMBL DIV					CLOSE	OPEN	Less FAAR Plt/Sect
44437	BTRY VULCAN TON AMBL DIV		*	×	×	CLOSE	CLOSE	

Figure A.2.1.1. RESULTS OF AMALYSIS OF CATEGORY 1 UNITS BY EWITA (continued).

SRC				CLOSING UNI		1	EWITA	ANALYSIS
NUMBER	HARD ANTENNA L'IN AGAIN	OPEN MOS	MISSION	CAPA- BILITIES	LINE OF SIGHT WEAPONRY	CED	RECOM- MENDATION	REMARKS
44500	US ARMY ADA MISSILE WARHEAD SUP ORG					OPEN	OPEN	
44510	ADA SYC ORG					OPEN	OPEN	Less FAAR Team-FB
44520	ADA COMMAND STAFF & FIRE COORDINATION TEAMS		September False	*	905 	OPEN	OPEN	
44536	HIB NIKE-HERCULES		a l) e	OPEN	OPEN	
44537	BTRY NIKE-HERCULES					OPEN	OPEN	
44726	HHB CHAPPARAL SP/ VULCAN TON					CLOSE	OPEN	Less FAAR PIt/Sect.
44727	BTRY VULCAN TON				*	CLOSE	CLOSE	Major to spec
25167	TRANS MED HEL CO TRANS MED HEL BN					OPEN	OPEN	
57042	HHC ABN DIV BDE				es con	OPEN	OPEN	Subject to identification of
\$ 100 mg	MAN BY IN WHILE IN SAN						1 1	personnel who do not enter the airhead.
57056	HHC CHBT AVN BN ABN/INF DIV					OPEN	OPEN	
		ne en e						Control of the Contro

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EMITA (continued).

ANNEX 1

SRC			BASIS FOR CLOSING UNI	CLOSING UNI	1		EWITA	ANALYSIS
NUMBER	TOE TITLE	9	TOE ST	TOE STATEMENT	LINE OF	ð	RECOM-	
		OPEN	MISSION	CAPA- BILITIES	SIGHT	CED	MENDATION	REMARKS
25025	ASL HEL CO CMBT AVN BN ABN/INF DIV			*		OPEN	CLOSE	Pending clari- fication of Combat Air As- sault doctrine
57058	AVN GS CO. CMBT AVN BN ABN/INF DIV					OPEN	OPEN	
57,102	HHC SEP ABN BDE					OPEN	OPEN	Subject to identification of personnel who do not enter the airhead.
67042	HHC AMBL DIV BDE					OPEN	OPEN	
77102	HHC SEP LT INF BDE					OPEN	OPEN	

Figure A.2.1.1. RESULTS OF ANALYSIS OF CATEGORY 1 UNITS BY EWITA (continued).

ANNEX 2

1. This annex contains background summaries and raw data by branch for those personnel who were interviewed by EWITA. Summary information is also contained in overall wrap-up by major categories.

2. The annex contents are summarized below:

Title		Page
Background and Interview Response Summaries by Branch		A-2-2-2
Background and Interview Response Summary Wrap-up (Male)	80-AV	A-2-2-36
Background and Interview Response Summary Wrap-up (Female)		A-2-2-38
I make I make to the new to		

W. I

35-30

. Like print in the site into the

(farmed describe) sometiment to visit the control of the control o

Branch: Adjutant General

Age (Yrs)	Resp No.	onses %	Grade	Respo	onses 8	Months In Duty MOS	Resp No.	onses %
17-20	0	0	E3-E4	2	6.1	1-6	4	12.1
21-25	5	15.2	E5-E6	6	18.2	7-12	7	21.3
26-30	9	27.2	E7-E9	12	36.2	13-18	hažija	3.0
31-35	11	33.3	W1-W4	2	6.1	19-24	1	3.0
36-40	6	18.2	01-02	5	15.2	25-36	6	18.2
41-45	2	6.1	03-04	6	18.2	37-48	3	9.1
46 +	0	0	U5-U6	0	0	49-60	3	9.1
4 .	0	0	*	0	0	60 +	. 8	24.2
					271	18 / me	1	
Total	33	100.0	Total	33	100.0	Total	33	100.0

Period In Months	Supervi No.	ised Women	Subordii Women No.	Contract of the Contract of th	Co-Work Women No.	er with	Race		onses . %
Never	1	3.0	17	51.6	1	3.0	White	16	48.5
1-6	0	0	//	3.0	3	9.1	Black	9	27.3
7-12	5	15.2	3	9.1	7	21.2	Other	1	3.0
13-18	3	9.1	4	12.1	0	0	*	7	21.2
19-24	4	12.1	3	9.1	4	12.1	Total	33	100.0
25-36	3	9.1	1	3.0	7	21.2			
37 +	17	51.5	4	12.1	11	33.3	11.70		
•	'2 0	0	.0	0	0	0			
Total	33	100.0	33	100.0	33	100.0			

^{*}Incomplete or missing data.

Table A.2.2.1. Background Summary of Interviewees (Adjutant General).

Total and

Branch Adjutant General

Women can work in this Branch considering (issue) .

	Percentag	e in Peacetime	Percentage in Wartim
Issue	Agree	Disagree	Agree Disagree
1. Strength	69.7	30.3	60.6 39.4
2. Size	84.8	15.2	84.8 15.2
3. Grip	87.9	12.1	87.9 12.1
4. Coordination	97.0	3.0	97.0 3.0
5. Arm/Leg Length	87.9	12.1	87.9 12.1
6. Endurance	84.8	15.2	78.8 21.2
7. Menses	93.8	6.3	90.6 9.4
8. Pregnancy	42.4	57.6	33.3 66.7
9. Hygiene	96.8	3.2	87.1 12.9
10. Profiles	93.5	6.5	
II. Emotion	84.4	15.2	
12. Stress	90.6	94.4	81.8 18.2 87.5 12.5
13. Confidence	87.9	12.1	84.8 15.2
14. Gain Respect	96.9	3.1	96.9 3.1
15. Toughness	90.6	9.4	87.5 12.5
16. Aggressiveness	90.6	9.4	87.5 12.5
1/. Mech Ability	87.9	12.1	78.8 21.2
18. Skills	84.8	15.2	
19. Make Effort	90.9	9.1	84.8 15.2 90.9 9.1
20. Self Image	83.9	16.1	83.9 16.1
21. Leadership	78.8	21.2	
ZZ. Fraternization	87.1	12.9	78.8 21.2 87.1 12.9
23. Single Parent	70.0	30.0	
24. Team Work	100.0	None	93.9 6.1
25. Should Allow	97.0	3.0	90.9 9.1
26. Are Capable	93.9	6.1	
27. Disrupt	90.9	9.1	93.9 6.1 93.9 6.1

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.2. Summary of Interview Responses (Adjutant General).

(senting that respectively and the same beauty of the fire and a senting of the fire and the same of the fire and the same of the same of

Branch: Air Defense

Age (Yrs)	Resp No.	onses %	Grade	Resp No.	onses %	Months In Duty MOS	Resp No.	onses %
17-20	0	0	E3-E4	2	1.0	1-6	28	13.5
21-25	43	20.7	E5-E6	29	13.9	7-12	34	16.3
26-30	46	22.1	E7-E9	81	38.9	13-18	15	7.2
31-35	46	22.1	W1-W4	3	1.4	19-24	11	5.3
36-40	42	20.2	01-02	48	23.1	25-36	22	10.6
41-45	25	12.0	U3-U4	37	17.8	37-48	16	7.7
46 +	ε	2.9	U5-U6	7	3.4	49-60	18	8.
	0	0		1	.5	60 +	64	30.
		ata innelia in d					0	
Total	208	100.0	Total	208	100.0	Total	208	100.

Period In Months	Supervi:	sed Women	Subordin Women No.		Co-Worke Women No.	r with	Race	Resp	onses . %
Never	71	34.1	145	69.7	86	41.3	White	104	50.0
1-6	35	16.8	18	8.7	31	14.9	Black	24	11.5
7-12	24	11.5	19	9.1	22	10.6	Other	6	2.9
13-18	11	5.3	10	4.8	11	5.3	*	74	35.6
19-24	18	8.7	4	1.9	14	6.7	Total	208	100.0
25-36	21	10.1	6	2.9	17	8.2	211.5271	F 6 6 8	1.0
37 +	28	13.5	6	2.9	27	13.0	4	-	8
	0	MELLIN STRO	0	0	0	0			(B) \$ 179.24
Total	208	100.0	208	100.0	208	100.0			

^{*}Incomplete or missing data.

Table A.2.2.3. Background Summary of Interviewees (Air Defense).

Branch Air Defense Artilier

Women can work in this Branch considering (issue)

19-41-9	Percentage	e in Peacetime	Percentag	e in Wartime
Issue	Agree	Disagree	Agree	Disagree
1. Strength	58.2	41.8	55.1	44.9
2. Size	82.6	17.4	81.1	18.9
3. Grip	75.6	24.4	74.0	26.0
4. Coordination	97.1	2.9	97.1	2.9
5. Arm/Leg Length	91.3	8.7	91.3	8.7
6. Endurance	80.0	20.0	76.0	24.0
7. Menses	78.7	21.3	76.6	23.4
8. Pregnancy	11.6	88.4	13.0	87.0
9. Hygiene	79.8	20.2	72.3	27.7
lu. Profiles	87.0	13.0	85.9	14.1
II. Emotion	82.8	17.2	77.6	22.4
12. Stress	84.9	15.1	79.7	20.3
13. Confidence	95.6	4.4	94.6	5.4
14. Gain Respect	86.2	13.8	84.2	15.8
15. Toughness	83.7	16.3	82.2	17.8
16. Aggressiveness	90.7	9.3	90.6	9.4
17. Mech Ability	91.2	8.8	90.6	9.4
18. Skills	78.2	21.8	76.6	23.4
19. Make Effort	93.7	6.3	93.6	6.4
20. Self Image	76.8	23.2	73.4	26.6
21. Leadership	82.7	17.3	82.1	17.9
22. Fraternization	64.8	35.2	65,6	34.4
23. Single Parent	52.8	47.2	49.5	50.5
24. Team Work	95.1	4.9	93.6	6.4
25. Should Allow	62.3	37.7	56.8	43.2
26. Are Capable	67.8	32.2	69.1	30.9
27. Disrupt	67.2	32.8	63,5	36.5

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.4. Summary of Interview Responses (Air Defense).

Es : | | 0.001 | 158 ... | 0.001 | 0.5 | 1. |

.. (roman) remembership to Manusch Empressed (27.9.2 Stast

Branch: Armor

Age (Yrs)	Resp No.	onses %	Grade	Resp No.	onses %	Months In Duty MOS	Resp No.	onses %
17-20	0	.0	E3-E4	0	.0	1-6	13	15.7
21-25	21	25.3	E5-E6	13	15.7	7-12	11	13.3
26-30	20	24.1	E7-E9	28	33.7	13-18	6	7.2
31-35	13	15.7	W1-W4	1	1.2	19-24	6	7.2
36-40	20	24.1	01-02	20	24.1	25-36	9	10.8
41-45	8	9.6	03-04	17	20.5	37-48	7	8.5
46 +	1	1.2	05-06	4	4.8	49-60	3	3.6
	0	.0		0	.0	60 +	28	33.7
							0	.0
Total	83	100.0	Total	83	100.0	Total	83	100.0

Period In Months	Supervi No.	sea Women %	Subordir Women No.		Co-Worke Women No.	r with	Race		ponses
Never	37	44.6	61	73.5	46	55.4	White	36	43.4
1-6	11	13.3	6	7.2	10	12.1	Black	8	9.8
7-12	12	14.5	8	9.6	5	6.1	Other	1	1.2
13-18	5	6.0	2	2.4	3	3.6		38	45.8
19-24	- 6	7.2	5	6.1	4	4.8	Total	83	100.0
25-36	5	6.0	43.4.00	0.0	6	7.2	2502 P	28 J. R.B.	
37 +	7	8.4	1	1.2	9	10.8	v=150238.7		S.A
•	0	.0	.0	.0	, 0	.0			
Total	83	100.0	83	100.0	83	100.0	3		

^{*}Incomplete or missing data.

Table A.2.2.5. Background Summary of Interviewees (Armor).

Branch Armor

Women can work in this Branch considering (issue)

	Percentage	e in Peacetime	Percentag	e in Wartime
Issue	Agree	Disagree	Agree	Disagree
1. Strength	31.3	68.7	27.7	72.3
2. Size	73.5	26.5	73.5	26.5
3. Grip	65.1	34.9	65.1	34.9
4. Coordination	95.2	4.8	94.0	6.0
5. Arm/Leg Length	90.4	9.6	90.4	9.6
6. Endurance	59.8	40.2	46.3	53.7
7. Menses	67.9	32.1	60.5	39.5
8. Pregnancy	6.0	94.0	3.6	96.4
9. Hygiene	75.9	24.1	67.5	32.5
10. Profiles	79.7	20.3	79.7	20.3
II. Emotion	82.7	17.3	71.2	28.8
12. Stress	85.4	14.5	73.2	26.8
13. Confidence	92.7	CHEST AND DESCRIPTION OF THE PERSON OF THE P	91.5	8.5
14. Gain Respect	83.1	16.9	81.9	18.1
15. Toughness	71.2	28.8	71.2	28.8
16. Aggressiveness	86.4	13.6	85.2	14.8
17. Mech Ability	89.0	11.0	87.8	12.2
18. Skills	49.4	50.6	49.4	50.6
19. Make Effort	88.0	12.0	88.0	12.0
20. Self Image	67.5	32.5	65.0	35.0
21. Leadership	81.5	18.5	80.2	19.8
22. Fraternization	71.2	28.8	70.0	30.0
23. Single Parent	42.5	57.5	42.5	57.5
24. Team Work	95.1	4.9	95.1	4.9
25. Should Allow	47.0	53.0	44.6	55.4
26. Are Capable	51.8	48.2	51.8	48.2
27. Disrupt	65.9	34.1	65.9	34.1

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.6. Summary of Interview Responses (Armor).

ALLEST Background Summery of Interviouses (Avec Security Agency).

Number Respondents: 15 Branch: Army Security Agency

Age (Yrs)	Res No.	ponses &	Grade	Res No.	ponses %	Months In Duty MOS	Responses No. %		
17-20	. 0	0	E3-E4	0	0	1-6	3	20.1	
21-25	5	33.3	E5-E6	2	13.3	7-12	2	13.3	
26-30	4	26.7	E7-E9	6	40.1	13-18	0	0	
31-35	2	13.3	W1-W4	0	0	19-24	2	13.3	
36-40	3	20.0	01-02	5	33.3	25-36	2	13.3	
41-45	0	0	03-04	2	13.3	37-48	1	6.7	
46 +	1	6.7	05-06	0	0	49-60	5	33.3	
	0	0	•	0	0	60 +	0	0	
		103			0.41	1.0.8	0	0	
Total	15	100.0	Total	15	100.0	Total	15	100.0	

Period In Months	Supervised Women		Subordinate to Women No. %		Co-Worker with Women No. %		Race	Responses	
Never	1	6.7	8	53.3	4	16.6.	White	12	80.0
1-6	4	26.6	. 2	13.3	4	26.7	Black	1.	6.
7-12	6	40.0	1	6.7	2	13.3	Other	2	13.3
13-18	1	6.7	0	0	2	13.3		0	0
19-24	1	6.7	1	6.7	1	6.7	Total	15	100.0
25-36	0	0	1	6.7	1	6.7			á t
37 +	2	13.3	2	13.3	ar fand	6.7	eat age	165.379	100
* (* *) * () * ()	0	0	. 0	0	0	0		4) (17)(4)(5)	
Total	15	100.0	15	100.0	15	100.0	20 16-50 CA	Wands &	es pri

^{*}Incomplete or missing data.

Table A.2.2.7. Background Summary of Interviewees (Army Security Agency).

Branch Army Security Agency

Number of Respondents: 15

Women can work in this Branch considering (issue)

	Percentag	e in Peacetime	Percentage in Wartime			
Issue	Agree	Disagree	Agree	Disagree		
1. Strength	60.0	40.0	46.7	53.3		
2. Size	80.0	20.0	80.0	20.0		
3. Grip	86.7	13.3	86.7	13.3		
4. Coordination	100.0	None	93.3	6.7		
5. Arm/Leg Length	93.3	6.7	86.7	13.3		
6. Endurance	66.7	33.3	40.0	60.0		
7. Menses	66.7	33.3	66.7	33.3		
8. Pregnancy	20.0	80.0	13.3	86.7		
9. Hygiene	86.7	13.3	6.7	93.3		
10. Profiles	100.0	None	93.3	6.7		
11. Emotion	86.7	13.3	80.0	20.0		
12. Stress	86.7	13.3	80.0	20.0		
13. Confidence	80.0	20.0	80.0	20.0		
14. Gain Respect	86.7	13.3	86.7	13.3		
15. Toughness	66.7	33.3	60.0	40.0		
16. Aggressiveness	73.3	26.7	80.0	20.0		
17. Mech Ability	86.7	13.3	93.3	6.7		
18. Skills	73.3	26.7	73.3	26.7		
19. Make Effort	93.3	6.7	86.7	13.3		
20. Self Image	66.7	33.3	66.7	33.3		
21. Leadership	60.0	40.0	60.0	40.0		
22. Fraternization	66.7	33.3	73.3	26.7		
23. Single Parent	53.3	33.3	46.2	53.8		
24. Team Work	86.7	13.3	93.3	6.7		
25. Should Allow	66.7	33.3	53.3	46.7		
26. Are Capable	60.0	40.0	60.0	40.0		
27. Disrupt	73.3	26.7	60.0	40.0		

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.8. Summary of Interview Responses (Army Security Agency).

to Packeyeard Sanners of Interviewess (Aviation).

Branch: Aviation

nidel

Age (Yrs)	Responses No. %		Grade	Responses No. %		Months In Duty MOS	Responses No. %	
17-20	10031	.9	E3-E4	4	3.6	1-6	10	9.0
21-25	16	14.4	E5-E6	17	15.3	7-12	11	9.9
26-30	25	22.5	E7-E9	40	36.0	13-18	7	6.3
31-35	29	26.2	W1-W4	3	2.7	19-24	7	6.3
36-40	31	27.9	01-02	9	8.2	25-36	16	14.5
41-45	7	6.3	03-04	33	29.7	37-48	8	7.2
46 +	2	1.8	05-06	5	4.5	49-60	8	7.2
	0	0		0	0 /	60 +	43	38.7
							1	
Total	111	100.0	Total	111	100.0	Total	111	100.0

Period In Months	Supervised Women		Subordinate to Women No. %		Co-Worker with Women No. %		Race	Responses	
Never	13	11.7	80	72.1	V. 5	4.5	White	63	56.8
1-6	18	16.3	10	9.0	14	12.6	Black	10	9.0
7-12	12	10.8	7	6.3	13	11.7	Other	5	4.9
13-18	11	9.9	5	4.5	14	12.6	* -	33	29.
19-24	12	10.8	2	1.8	11	9.9	Total	111	100.0
25-36	14	12.6	2	1.8	30	27.1	4 36867 3	e de	
37 +	31	27.9	5	4.5	24	21.6			
•	0	0	°o	0	24 9 40 Q 1	0	THENHUL	8.0	20.00
Total	111	100.0	111	100.0	111	100.0			

^{*}Incomplete or missing data.

Table A.2.2.9. Background Summary of Interviewees (Aviation).

Branch _ Aviation

Women can work in this Branch considering (issue)

	Percentage	e in Peacetime	Percentag	e in Wartime
Issue	Agree	Disagree	Agree	Disagree
1. Strength	- 44.1	55.9	40.9	59.1
2. 51ze	79.3	20.7	77.5	22.5
3. Grip	66.4	33.6	66.4	33.6
4. Coordination	98.2	1.8	98.2	1.8
5. Arm/Leg Length	89.2	10.8	88.3	11.7
6. Endurance	82.2	19.8	77.5	21.6
7. Menses	73.6	26.4	70.9	29.1
8. Pregnancy	11.9	88.1	12.8	86.2
9. Hygiene	84.5	15.5	80.9	19.1
IV. Profiles	87.2	12.8	86.2	13.8
II. Emotion	82.7	17.3	77.3	22.7
12. Stress	88.3	11.7	83.6	16.4
13. Confidence	87.4	12.6	85.6	14.4
14. Gain Respect	81.3	18.7	80.4	19.6
15. Toughness	77.5	22.5	73.0	27.0
16. Aggressiveness	86.5	13.5	87.4	12.6
17. Mech Ability	85.5	14.5	83.6	16.4
18. Sk1115	60.4	39.6	59.5	40.5
19. Make Effort	94.6	5.4	90.1	9.9
ZU. Self Image	77.1	22.9	78.0	22.0
21. Leadership	68.2	31.8	70.1	29.9
ZZ. Fraternization	71.6	28.4	70.6	29.4
23. Single Parent	53.2	46.8	51.9	48.1
24. Team Work	93.5	6.5	89.8	10.2
25. Should Allow	75.7	24.3	73.9	26.1
26. Are Capable	82.0	18.0	73.0	27.0
27. Disrupt	73.4	25.7	75.2	24.8

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.10. Summary of Interview Responses (Aviation).

A-248-12

Branch: Combat Engineers

Age (Yrs)	Resi No.	onses &	Grade	Res	ponses	Months In Duty MOS	Respons No. %	
17-20	1	2.5	E3-E4	0	0	1-6	6	15.0
21-25	11	27.5	E5-E6	6	15.0	7-12	3	7.
26-30	9	22.5	E7-E9	16	40.0	13-18	4	10.0
31-35	8	20.0	W1-W4	0	0	19-24	3	7.
36-40	6	15.0	01-02	11	27.5	25-36	1	2.
41-45	5	12.5	03-04	6	15.0	37-48	3	7.
46 +	0	0	05-06	1	2.5	49-60	5	12.
	0	0		0	0	60 +	15	37.
							0	0
Total	40	100.0	Total	40	100.0	Total	40	100.0

Period In Months	Supervi	ised Women		ordinate to Co-Worker with Women Women No. %		omen			ponses
Never	20	50.0	33	82.5	20	50.0	White	14	35.0
1-6	2	5.0	4	10.0	6	15.0	Black	5	12.5
7-12	5	12.5	3	7.5	6	15.0	Other	2	5.0
13-18	1	2.5	0	0	0	Q		19	47.5
19-24	3	7.5	0	0	1	2.5	Total	40	100.0
25-36	6	15.0	0	0	5	12.5			
37 +	3	7.5	0	0	2	5.0	02 PPVI	2 80 80°	
•	0	0 (100	0	0	0	0	menal at	1,8,8	. Sin
Total	40	100.0	40	100.0	40	100.0			

^{*}Incomplete or missing data.

Table A.2.2.11. Background Summary of Interviewees (Combat Engineers).

11-3-8-2

Branch Combat Engineers

Large by the in to continuously

Women can work in this Branch considering (issue)

-1	Percentag	e in Peacetime	Percentag	e in Wartime
Issue	Agree	Disagree	Agree	Disagree
1. Strength	27.5	72.5	25.0	75.0
2. Size	70.0	30.0	67.5	32.5
3. Grip	45.0	55.0	45.0	55.0
4. Coordination	97.5	2.5	100.0	None
5. Arm/Leg Length	87.2	12.8	87.2	12.8
6. Endurance	46.2	53.8	41.0	59.0
7. Menses	73.0	27.0	64.9	35.1
8. Pregnancy	7.5	92.5	5.0	95.0
9. Hygiene	84.6	15.4	71.8	28.2
10. Profiles	78.9	21.1	78.9	21.1
11. Emotion	79.5	20.5	71.8	28.2
12. Stress	85.0	15.0	75.0	25.0
13. Confidence	90.0	10.0	85.0	15.0
14. Gain Respect	74.4	25.6	71.8	28.2
15. Toughness	56.4	43.6	56.4	43.6
16. Aggressiveness	80.0	20.0	77.5	22.5
17. Mech Ability	84.6	15.4	82.1	17.9
18. Skills	22.5	77.5	37.5	62.5
19. Make Effort	87.2	12.8	76.9	23.1
20. Self Image	62.5	37.5	67.5	32.5
21. Leadership	80.0	20.0	70.0	30.0
22. Fraternization	53.8	46.2	56.4	43.6.
23. Single Parent	52.5	47.5	47.5	52.5
24. Team Work	97.5	2.5	87.5	12.5
25. Should Allow	40.0	60.0	42.5	57.5
26 Are Capable	45.0	55.0	40.0	60.0
27. Disrupt	56.4	43.6	- 53.8	46.2

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.12. Summary of Interview Response (Combat Engineers).

Branch: Field Artillery

Age (Yrs)	Res No.	ponses %	Grade	Res No.	ponses %	Months In Duty MOS	Res No.	ponses %
17-20	2	.9	E3-E4	1	.4	1-6	22	9.4
21-25	41	17.4	E5-E6	35	14.9	7-12	39	16.6
26-3u	64	27.2	E7-E9	86	36.6	13-18	24	10.2
31-35	46	19.6	W1-W4	2	.9	19-24	20	8.5
36-40	54	23.0	U1-U2	51	21.7	25-36	25	10.6
41-45	25	10.6	03-04	48	20.4	37-48	21	8.9
46 +	2	.9	U5-U6	12	5.1	49-60	15	6.5
•	1	.4	*			60 +	68	28.9
							1	.4
Total	235	100.0	Total	235	100.0	Total	235	100.0

Period In Months	Supervised Women			Subordinate to Women No. %		Co-Worker with Women No. %		Response	
Never	131	55.7	168	71.5	142	60.4	White	111	47.2
1-6	21	8.9	21	8.9	16	6.8	Black	22	9.4
7-12	19	8.1	21	8.9	20	8.5	Other	5	2.1
13-18	21	8.9	10	4.3	18	7.7	*	97	41.3
19-24	14	6.0	8	3.4	14	6.0	Total	235	100.0
25-36	14	6.0	2	.9	10	4.2			
37 +	15	6.4	5	2.1	15	6.4	644 - 26 · 1	g Harris	8 7
*	0	.0	0	.0	0	.0			
Total	235	100.0	235	100.0	235	100.0			

^{*}Incomplete or missing data.

Table A.2.2.13. Background Summary of Interviewees (Field Artillery).

Branch Field Artillery

Women can work in this Branch considering (issue)

	Percentag	e in Peacetime	Percentag	e in Wartime
Issue	Agree	Disagree	Agree	Disagree
1. Strength	34.9	65.1	30.6	69.4
2. Size	70.4	29.6	68.7	31.3
3. Grip	58.5	41.5	56.8	43.2
4. Coordination	95.7	4.3	94.9	5.1
5. Arm/Leg Length	92.2	7.8	91.3	8.7
6. Endurance	58.5	41.5	51.5	48.5
7. Menses	66.1	33.9	62.1	37.9
8. Pregnancy	7.2	92.8	6.4	93.6
9. Hygiene	80.6	19.4	70.8	29.2
10. Profiles	84.7	15.3	82.9	17.1
11. Emotion	78.8	21.2	72.7	27.3
12. Stress	75.8	24.2	70.4	29.6
13. Confidence	92.8	7.4	90.4	9.6
14. Gain Respect	11.2	22.8	76.7	23.3
15. Toughness	73.1	26.9	70.5	29.5
16. Aggressiveness	87.8	12.2	86.1	13.9
17. Mech Ability	90.5	9.5	87.9	12.1
18. Skills	68.5	31.5	69.8	30.2
19. Make Effort	87.9	12.1	84.8	15.2
20. Self Image	59.6	30.4	69.2	30.8
21. Leadership	80.1	19.9	77.4	22.6
22. Fraternization	62.8	37.2	61.0	39.0
23. Single Parent	55.3	44.7	54.0	46.0
24. Team Work	87.7	12.3	85.5	14.5
25. Should Allow	43.2	56.8	43.2	56.8
26. Are Capable	56.8	43.2	52.6	47.4
27. Disrupt	63.5	36.5	60.9	39.1

Table A.2.2.14. Summary of Interview Responses (Field Artillery).

Branch: Finance

Age (Yrs)	Resp No.	onses	Grade	Resp No.	onses %	Months In Duty MOS	Responses No. %		
17-20	0	0	E3-E4	0	0	1-6	5	19.2	
21-25	5	19.2	E5-E6	7	27.0	7-12	2	7.7	
26-30	8	30.9	E7-E9	10	38.5	13-18	2	7.7	
31-35	5	19.2	W1-W4	0	0	19-24	1	3.8	
36-40	5	19.2	01-02	5	19.2	25-36	2	7.7	
41-45	3	11.5	U3-U4	3	11.5	37-48	2	7.7	
46 +	0	0	05-06	0	0	49-60	2	7.7	
	0	0	★ 1 - 101799	1	3.8	60 +	10	38.5	
				Eater - Pro-			0	0	
Total	26	100.0	Total	26	100.0	Total	26	100.	

Period In Months	Superv No.	ised Women	Subordi Wome No.	nate to	Co-Work Women No.		Race		ponses	
Never	2	7.7	5	19.3	1	3.8	White	15	57.7	
1-6	2	7.7	9	34.7	0	0	Black	2	7.7	
7-12	2	7.7	. 3	11.5	1	3.8	Other	3	11.5	
13-18	0	0	1	3.8	1	3.8	*	6	23.1	
19-24	3	11.5	3	11.5	4	15.4	Total	26	100.0	
25-36	4	15.4	4	15.4	3 '	11.6				
37 +	13	50.0	a 12 - 12	3.8	16	61.6	0.00000		1 2 4	
*	0	0	. 0	0	0	0			1.18	
Total	26	100.0	26	100.0	26	100.0				

^{*}Incomplete or missing data.

Table A.2.2.15. Background Summary of Interviewees (Finance).

Branch Finance

. 13 kb garas in vo see (umpanis

Women can work in this Branch considering (issue)

	Percentag	e in Peacetime	Percentag	e in Wartim
Issue	Agree	Disagree	Agree	Disagree
1. Strength	84.6	15.4	69.2	30.8
2. Size	80.8	19.2	73.1	26.9
3. Grip	96.2	3.8	92.3	7.7
4. Coordination	100.0	None	100.0	None
5. Arm/Leg Length	92.3	7.7	88.5	11.5
6. Endurance	80.8	19.2	73.1	26.9
7. Menses	100.0	None	100.0	None
8. Pregnancy	44.0	56.0	44.0	56.0
9. Hygiene	92.3	7.7	80.8	19.2
10. Profiles	96.0	4.0	96.0	4.0
II. Emotion	91.7	8.3	91.7	0.3
12. Stress	96.0	4.0	92.0	0.0
13. Confidence	73.1	26.9	73.1	26.9
14. Gain Respect	96.2	3.8	88.5	11.5
15. Toughness	80.8	19.2	76.9	23.1
16. Aggressiveness	73.1	26.9	69.2	30.8
17. Mech Ability	84.6	15.4	88.5	11.5
18. Skills	76.0	24.0	80.0	20.0
19. Make Effort	84.0	16.0	80.0	20 0
20. Self Image	80.0	20.0	84.0	16.0
21. Leadership	83.3	16.7	79.2	20.8
22. Fraternization	84.6	15.4	90.5	_11 F
23. Single Parent	62.5	37.5	- F4 0	45.8
24. Team Work	100.0	None	100.0	
	88.5			None
25. Should Allow	92.3	11.5	88.5	11.5
26. Are Capable		A Committee of the Comm	92.5	11.7
27. Disrupt	92.3		86.5	11.5

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.16. Summary of Interview Responses (Finance).

Table 6.2.2.12. Stokensing Sandony of in erriences (Indentry):

Branch: Infantry

Age (Yrs)	Resi No.	onses	Grade	Resp No.	onses	Months In Duty MOS	Resp	onses
17-20	0	.0	E3-E4	0	.0	1-6	21	13.0
21-25	36	22.2	E5-E6	25	15.4	7-12	20	12.3
26-30	36	22.2	E7-E9	58	35.8	13-18	15	9.3
31-35	36	22.2	W1-W4	0	.0	19-24	13	8.0
36-40	43	26.6	01-02	41	25.3	25-36	13	8.0
41-45	8	4.9	03-04	29	17.9	37-48	7	4.3
46 +	3	1.9	U5-U6	9	5.6	49-60	5	3.1
•	0	.0	******	0	./5	60 +	68	42.0
							0	.0
Total	162	100.0	Total	162	102.0	Total	162	100.0

Period In Months	Superv No.	ised Women	Subordi Wome No.	NUMBER OF STREET, AND STREET,	Co-Worke Women No.	er with	Race	Resp No	onses
Never	66	40.7	105	64.7	73	45.1	White	39	24.1
1-6	15	9.3	21	13.0	19	11.7	Black	12	7.4
7-12	19	11.7	12	7.4	21	13.0	Other	7	4.3
13-18	11	6.8	3	1.9	11	6.8		104	64.2
19-24	16	9.9	9	5.6	14	8.6	Total	162	100.0
25-36	13	8.0	6	3.7	11	6.8		No.	
37 +	22	13.6	6	3.7	13	8.0		2.500	K.
	0	.0	. 0	.0	1 45 TV 0	1 10.0	orang 2	81.3.3	A a
Total	162	100.0	162	100.0	162	100.0			

^{*}Incomplete or missing data.

Table A.2.2.17. Background Summary of Interviewees (Infantry).

Branch Infantry

apen unique or missing reco

have A. E. 2.79. Factoroloid Signify of Interviouses colors

Women can work in this Branch considering (issue)

	Percentag	e in Peacetime	Percentag	e in Wartime
Issue	Agree	Disagree	Agree	Disagree
1. Strength	40.1	59.9	35.8	64.2
2. Size	69.6	30.4	66.5	33.5
3. Grip	69.6	30.4	66.5	33.5
4. Coordination	93.2	6.8	93.2	6.8
5. Arm/Leg Length	38.8	11.2	85.6	14.4
6. Endurance	41.0	59.0	35.4	64.6
7. Menses	66.0	34.0	59.1	40.9
8. Pregnancy	14.8	85.2	10.5	89.5
9. Hygiene	70.8	29.2	59.6	40.4
10. Profiles	75.6	24.4	73.1	26.9
11. Emotion	70.2	29.8	61.5	38.5
12. Stress	72.7	27.3	59.6	40.4
13. Confidence	85.1	14.9	83.2	16.8
14. Gain Respect	71.6	28.4	67.3	32.7
15. Toughness	60.0	40.0	59.4	40.6
16. Aggressiveness	76.4	23.6	75.2	24.8
17. Mech Ability	88.1	11.9	84.4	15.6
18. Skills	50.9	49.1	49.7	50.3
19. Make Effort	87.7	12.3	84.6	15.4
20. Self Image	50.9	49.1	53.5	46.5
21. Leadership	72.5	27.5	71.9	28.1
22. Fraternization	62.9	37.1	57.9	42.1
3. Single Parent	50.6	49.4	46.9	53.1
24. Team Work	87.6	12.4	- 81.4	18.6
25. Should Allow	43.8	56.2	42.0	58.0
6. Are Capable	59.0	41.0	51.9	48.1
27. Disrupt	57.2	42.8	57.2	42.8

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.18. Summary of Interview Responses (Infantry).

Branch: Medical

Age (Yrs)	No.	ponses 8	Grade	Res No.	ponses %	Months in Duty MOS	Res No.	ponses %
17-20	0	0	E3-E4	2	4.3	1-6	6	13.0
21-25	14	30.4	E5-E6	13	28.3	7-12	7	15.2
26-30	9	19.6	E7-E9	18	39.1	13-18	3	6.5
31-35	5	10.9	W1-W4	0	0	19-24	2	4.4
36-40	12	26.1	01-02	8	17.4	25-36	2	4.4
41-45	4	8.7	U3-U4	4	8.7	37-48	6	13.0
46 +	2	4.3	U5-U6	1	2.2	49-60	3	6.5
•	0	0		0		60 +	17	37.0
						Anna Anna Anna Anna Anna Anna Anna Anna	0	0
Total	46	100.0	Total	46	100.0	Total	46	100.0

No.	sed Women					Race		onses
3	6.5	14	30.4	0	0 .	White	21	45.
6	13.0	6	13.0	6	13.0	Black	10	21.
4	8.7	2	4.3	5	10.9	Other	5	10.
4	8.7	2	4.3	4	8.7	*	10	21.
2	4.4	2	4.3	4	8.7	Total	46	100.
3	6.5	1	2.2	7	15.2	and the second second		
24	52.2	19	41.5	20	43.5	162 462 H	986823 986823	
0	0	0	0	0	, , O, , ,	ang si	1-1.5	L- 4
46	100.0	46	100.0	46	100.0			
	No. 3 6 4 4 2 3 24 0	3 6.5 6 13.0 4 8.7 4 8.7 2 4.4 3 6.5 24 52.2 0 0	No. 2 Nome No. 3 6.5 14 6 13.0 6 4 8.7 2 4 4 8.7 2 2 4.4 2 3 6.5 1 24 52.2 19 0 0 0 0	No. % 3 6.5 14 30.4 6 13.0 6 13.0 4 8.7 2 4.3 4 8.7 2 4.3 2 4.4 2 4.3 3 6.5 1 2.2 24 52.2 19 41.5 0 0 0 0	No. % 3 6.5 6 13.0 6 13.0 6 13.0 6 13.0 6 4.3 7 2 4 4.3 8.7 2 4 4.3 4 4.3 4 4.4 2 4.3 4 4.3 3 6.5 1 2.2 2 7 24 52.2 19 41.5 20 0 0 0 0	No. % No. % No. % 3 6.5 14 30.4 0 0 6 13.0 6 13.0 6 13.0 4 8.7 2 4.3 5 10.9 4 8.7 2 4.3 4 8.7 2 4.4 2 4.3 4 8.7 3 6.5 1 2.2 7 15.2 24 52.2 19 41.5 20 43.5 0 0 0 0 0 0	No. % Women No. % Women No. % 3 6.5 14 30.4 0 0 White 6 13.0 6 13.0 6 13.0 Black 4 8.7 2 4.3 5 10.9 Other 4 8.7 2 4.3 4 8.7 * 2 4.4 2 4.3 4 8.7 Total 3 6.5 1 2.2 7 15.2 24 52.2 19 41.5 20 43.5 0 0 0 0 0 0	No. % No. % No. % No. 3 6.5 14 30.4 0 0 White 21 6 13.0 6 13.0 6 13.0 Black 10 4 8.7 2 4.3 5 10.9 Other 5 4 8.7 2 4.3 4 8.7 * 10 2 4.4 2 4.3 4 8.7 Total 46 3 6.5 1 2.2 7 15.2 24 52.2 19 41.5 20 43.5 0 0 0 0 0 0

^{*}Incomplete or missing data.

Table A.2.2.19. Background Summary of Interviewees (Medical).

Branch Medical

the polygine of all galog date.

Women can work in this Branch considering (issue)

.,	Percentage	e in Peacetime	Percentag	e in Wartime
Issue	Agree	Disagree	Agree	Disagree
1. Strength	65.2	34.8	58.7	41.3
2. Size	80.4	19.6	80.4	19.6
3. Grin	65.2	34.8	65.2	34.8
4. Coordination	100.0	lione	97.8	2.2
5. Arm/leg length	88.9	man 11 1 1 mm m	88.9	11.1
6. Endurance	71.1	28.9	68.9	31.1
7. Menses	80.0	20.0	73.3	26.7
8. Pregnancy	13.0	87.0	13.0	87.0
9. Hygiene	88.9	11.1-00-00-00-0	84.4	15.6
lu. Profiles	86.0	14.0	86.0	14.0
11. Emotion	80.4	19.6	78.3	21.7
12. Stress	86.7	13.3	82.2	17.8
13. Confidence	95.7	4.3	95.7	4.3
14. Gain Respect	87.0	13.0	87.0	13.0
15. Toughness	73.9	26.1	73.9	26.1
16. Aggressiveness	84.8	15.2	78.3	21.7
17. Mech Ability	68.9	31.1	71.1	28.9
18. Skills	71.7	28.3	71 7	28.3
19. Make Effort	88.9	11.1	88.9	11.1
20. Self Image	81.8	18.2	79.5	20.5
21. Leadership	67.4	32.6	67.4	32.6
22. Fraternization	84.1	15.9	86.0	14.0
23. Single Parent	54.3	45.7	54.3	45.7
24 Team Hork	97.8	2.2	97.8	2.2
25 Should Allow	69.6	30.4	69.6	30.4
26. Are Capable	69.6	30.4	69.6	30.4
27. Disrupt	80.3	19.7	82.6	17.4

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.20. Summary of Interview Responses (Medical).

\$54545-A

Number Respondents: 16 Branch: Military Intelligence

Age (Yrs)	Res No.	ponses &	Grade	Res	ponses %	Months In Duty MOS	Resi	onses %
17-20	0	0	E3-E4	1	6.2	1-6	3	18.8
21-25	4	25.0	E5-E6	3	18.8	7-12	3	18.8
26-30	3	18.8	E7-E9	4	25.0	13-18	i	6.2
31-35	3	18.8	W1-W4	1	6.3	19-24	1	6.2
36-40	4	25.0	01-02	2	12.5	25-36	0	0
41-45	2	12.4	03-04	4	25.0	37-48	0	0
46 +	0	0	05-06	1	6.2	49-60	0	0
*	0	0	*1*=	0	0	60 +	8	50.0
					18.18	Variable Sales and the sales and the sales and the sales are the sales a	0	C
Total	16	100.0	Total	16	100.0	Total	16	100.0

Period In Months	Supervised Women			Subordinate to Women No. %		er with	Race	Responses	
Never	5	31.3	9	56.3	3.	18.8	White	7	43.
1-6	1	6.2	0	0	2	12.5	Black	2	12.
7-12	0	0	4	25.0	2	12.5	Other	1	6.
13-18	1	6.2	0	0	1	6.2	*	6	37.
19-24	0	0	2	12.5	1.	6.2	Total	16	100.
25-36	3	18.8	0	0	3	18.8	and the second second		
37 +	6	37.5	07 9 0	6.2	18224 40	25.0	e danate	2.25多等。	: 33%
*	0	0	0	0	0	0			
Total	16	100.0	16	100.0	16	100.0	6024	\$9.32F	

^{*}Incomplete or missing data.

Table A.2.2.21. Background Summary of Interviewees (Military Intelligence).

Branch Military Intelligence

.igay gaing an an analysis alf

Women can work in this Branch considering (issue)

3.00	Percentag	e in Peacetime	Percentag	e in Wartime
Issue	Agree	Disagree	Agree	Disagree
1. Strength	75.0	25.0	50.0	50.0
2. Size	87.5	12.5	75.0	25.0
3. Grip	100.0	None .	87.5	12.5
4. Coordination	100.0	None	100.0	None
5. Arm/Leg Length	87.5	12.5	75.0	25.0
6. Endurance	75.0	25.0	50.0	50.0
7. Menses	100.0	None	75.0	25.0
8. Pregnancy	56.3	43.8	31.3	68.8
9. Hygiene	81.3	18.3	75.0	25.0
10. Profiles	93.8	6.3	93.8	6.3
11. Emotion	68.8	31.3	62.5	37.5
12. Stress	93.8	6.3	87.5	12.5
13. Confidence	93.8	6.3	93.8	6.3
14. Gain Respect	93.8	6.3	93.8	0.3
15. Toughness	87.5	12.5	75.0	25.0
16. Aggressiveness	81.3	18.3	81.3	18.8
17. Mech Ability	81.3	18.3	81.3	18.8
18. Skills	50.0	50.0	50.0	50.0
19. Make Effort	87.5	12.5	75.0	25.0
20. Self Image	87.5	12.5	81.3	18.8
21. Leadership	75.0	25.0	8.80	31.3
22. Fraternization	81.3	18.3	75.0	25.0
23. Single Parent	43.8	56.2	43.8	56.2
24. Team Work	87.5	12.5	87.5	12.5
25. Should Allow	87.5	12.5	93.8	6.2
26. Are Capable	93.8	6.3	81.3	18.7
27. Disrupt	93.8	6.3	81.3	18.7

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.22. Summary of Interview Responses (Military Intelligence).

You have A. 2. C. 23. Residenting Lawrence of Interpresent of History Political

Branch: Military Police

Age (Yrs)	Res No.	ponses %	Grade	Res No.	ponses %	Months In Duty MOS	Res No.	ponses %
17-20	3	6.5	E3-E4	3	6.4	1-6	5	10.6
21-25	12	25.5	E5-E6	12	25.5	7-12	7	14.9
26-30	7	14.9	E7-E9	14	29.8	13-18	5	10.6
31-35	12	25.5	W1-W4	0	0	19-24	3	6.4
36-40	11	23.4	01-02	11	23.4	25-36	3	6.4
41-45	1	2.1	03-04	7	14.9	37-48	2	4.3
46 +	1	2.1	05-06	0	0	49-60	0	0
	0	0		0	0	60 + .	21	44.7
							1	2.1
Total	47	100.0	Total	47	100.0	Total .	47	100.0

Period In Months	Supervi No.	sed Women %	Subordi Wome No.	inate to en	Co-Work Women No.	er with	Race		onses
Never	4	8.5	27	57.4	2	4.3	White	1	2.1
1-6	1	2.1	9	19.1	4	8.5	Black	27	57.5
7-12	4	8.5	6	12.9	6	12.8	Other	0	-
13-18	1	2.1	1	2.1	6	12.8	acon in Maring period	19	40.4
19-24	11	23.4	2	4.3	.9	19.1	Total	47	100.0
25-36	9	19.1	1	2.1	4	8.5			
37 + 3 1	17	36.3	er auc	2.1	16	34.0	25 (802) 3 - Ealise	10002	
•	. 0	. 0	0	0		0	ora C. F	1,8,5	4. 118
Total	47	100.0	47	100.0	47	100.0			

^{*}Incomplete or missing data.

Table A.2.2.23. Background Summary of Interviewees (Military Police).

Branch <u>Mili</u>tary Police

calle pater of our stalland and

Women can work in this Branch considering (issue)

7×54 0	Percentage	e in Peacetime	Percentag	e in Wartime
1ssue	Agree	Disagree	Agree	Disagree
1. Strength	59.6	40.4	57.4	42.6
2. Size	59.6	40.4	59.6	40.4
3. Grip	59.6	40.4	59.6	40.4
4. Coordination	91.5	8.5	95.7	4.3
5. Arm/Leg Length	74.5	25.5	72.3	27.7
6. Endurance	66.0	34.0	63.0	37.0
7. Menses	68.9	31.1	66.7	33.3
8. Pregnancy	21.3	78.7	23.4	76.6
9. Hygiene	83.0	17.0	83.0	17.0
U. Profiles	85.1	14.9	87.2	12.8
1. Emotion	70.2	29.8	72.3	27.7
2. Stress	71.1	28.9	64.4	35.6
3. Confidence	87.2	12.8	84.8	15.2
4. Gain Respect	73.9	26.1	73.9	26.1
5. Toughness	73.9	26.1	76.1	23.9
6. Aggressiveness	76.6	23.4	78.7	21.3
7. Mech Ability	80.4	19.6	71.7	28.3
8. Skills	63.0	37.0	71.1	28.9
9. Make Effort	85.1	14.9	80.9	19.1
O. Self Image	65.2	34.8	67.4	32.6
1. Leadership	82.6	17.4	76.1	23.9
2. Fraternization	72.3	27.7	72.3	27.7
3. Single Parent	50.0	50.0	54.3	45.7
4. Team Work	87.2	12.8	80.9	19.1
5. Should Allow	72 3	27 7	72.3	27.7
6. Are Capable	67.4	32.6	69.6	30.4
27. Disrupt	71.1	28.9	71.1	28.9

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.24. Summary of Interview Responses (Military Police).

Table A.2.2.26. Background Summer of Interviouses. (Destrance)

Branch: Ordnance

Age (Yrs)	Res No.	ponses %	Grade	Res No.	ponses %	Months In Duty MOS	Res No.	ponses %
17-20	1	1.2	E3-E4	3	3.6	1-6 54	17	20.2
21-25	20	23.8	E5-E6	13	15.5	7-12	8	9.5
26-30	17	20.2	E7-E9	30	35.7	13-18	16	19.0
31-35	21	25.0	W1-W4	2	2.4	19-24	7	8.3
36-40	12	14.3	01-02	19	22.5	25-36	5	6.0
41-45	13	15.5	03-04	11	13.1	37-48	1	1.2
46 +	0	0	05-06	4	4.8	49-60	4	4.8
*	0	0	*	2	2.4	60 +	26	31.0
							0	•
Total	84	100.0	Total	84	100.0	Total	84	100.0

Period In Months	Supervi No.	sed Women	Subordi Wome No.	nate to	Co-Work Women No.	er with	Race	5 3 A	ponse:
Never	12	14.3	48	57.1	8	9.5	White	42	50.0
1-6	9	10.7	16	19.0	13	15.5	Black	6	7.3
7-12	15	17.9	10	11.9	14	16.7	Other	3	3.0
13-18	7	8.3	2	2.4	12	14.3	1	33	39.
19-24	8	9.5	2	2.4	13	15.5	Total	84	100.
25-36	8	9.5	1	1.2	8	9.5		All manages and the second sec	
37 +	25	29.8	BE 6 95 1	6.0	16	19.0	18 1 18 00 10 10 10 10 10 10 10 10 10 10 10 10 1	4 + 80 4 + 80	
*	0	q	0	0	0	0	harman 2	33.5	S.A.
Total	84	100.0	84	100.0	84	100.0			

^{*}Incomplete or missing data.

Table A.2.2.25. Background Summary of Interviewees (Ordnance).

Branch Ordnance

Women can work in this Branch considering (issue)

	Percentag	e in Peacetime	Percentag	e in Wartime
Issue	Agree	Disagree	Agree	Disagree
1. Strength	45.2	54.8	42.9	51.1
2. Size	63.9	36.1	61.4	38.6
3. Grip	69.0	31.0	65.5	34.5
4. Coordination	98.8	1.2	98.81	1.2
5. Arm/Leg Length	78.6	21.4	76.21	23.8
6. Endurance	70.2	29.8	66.7	33.3
7. Menses	78.0	22.0	78.01	22.0
8. Pregnancy	18.1	81.9	15.7	84.3
9. Hygiene	86.7	13.3	80.5	19.5
10. Profiles	89.2	10.8	85.5	14.5
11. Emotion	79.5	20.5	79.5	20.5
12. Stress	82.1	17.9	75.9	24.1
13. Confidence	86.9	13.1	86.7	13.3
14. Gain Respect	86.9	13.1	83.1	16.9
15. Toughness	79.3	20.7	72.5	27.5
16. Aggressiveness	79.0	21.0	79.0	21.0
17. Mech Ability	85.7	14.3	85.7	14.3
18. Skill's	63.4	36.6	65.9	34.1
19. Make Effort	90.2	9.8	86.6	13.4
20. Self Image	83.3	16.7	82.1	17.9
21. Leadership	74.4	25.6	73.1	26.9
22. Fraternization	77.1	22.9	72.3	27.7
23. Single Parent	50.0	50.0	50.0	50.0
24. Team Work	91.6	8.4	90.4	9.6
25. Should Allow	69.0	31.0	72.6	27.4
26. Are Capable	69.9	30.1	70.7	29.3
27. Disrupt	86.9	13.1	84.5	15.5

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.26. Summary of Interview Responses (Ordnance).

Inspect of agilt servery servers to versual Louis to the versual figures of the servery

Number Respondents: 53 Branch: Quartermaster

Age (Yrs)	Res No.	ponses %	Grade	Res No.	ponses &	Months In Duty MOS	Res No.	ponses %
17-20	0	0	E3-E4	1	1.9	1-6	6	11.3
21-25	15	28.3	E5-E6	14	26.4	7-12	8	15.2
26-30	13	24.5	E7-E9	15	28.3	13-18	5	9.4
31-35	12	22.6	W1-W4	2	3.8	19-24	1	1.9
36-40	11	20.8	01-02	12	22.6	25-36	4	7.5
41-45	1	1.9	03-04	6	11.3	37-48	9	17.0
46 +	1	1.9	U5-U6	3	5.7	49-60	6	11.3
•	0	0		0	0	60 +	14	26.4
							0	0
Total	53	100.0	Total	53	100.0	Total	53	100.0

Period In Months	Superv No.	ised Women	Subord Wome No.	inate to	Co-Work Women No.	er with	Race		onses
Never	2	3.8	33	62.2	0	0 .	White	27	50.9
1-6	6	11.3	9	17.0	10	18.9	B1 ack	8	15.1
7-12	9	17.0	6	11.3	8	15.1	Other	2	3.8
13-18	3	5.7	3	5.7	7	13.2		16	30.2
19-24	1	1.9	1	1.9	1	1.9	Total	53	100.0
25-36	12	22.6	1	1.9	14	26.4		and the second	
37 +	20	37.7	0	0	13	24.5	9300 8 . 10	ont car	i e i
•	0	0	0	0,	0	0	16994.3	,05.5	5,0
Total	53	100.0	. 53	100.0	53	100.0			

o Tabl

Table A.2.2.27. Background Summary of Interviewees (Quartermaster).

^{*}Incomplete or missing data.

Branch Quartermaster

Women can work in this Branch considering (issue)

	Percentag	e in Peacetime	Percentag	e in Wartime
Issue	Agree	Disagree	Agree	Di sagree
1. Strength	35.8	64.2	32.1	67.9
2. S1Ze	62.3	37.7	62.3	37.7
3. Grip	77.4	22.6	77.4	22.6
4. Coordination	100.0	None	100.0	None
5. Arm/Leg Length	83.0	17.0	79.2	20.8
6. Endurance	81.1	18.9	81.1	18.9
7. Menses	80.8	19.2	78.8	21.2
8. Pregnancy	13.2	86.8	15.1	84.9
9. Hygiene	92.5	7.5	83.0	17.0
10. Profiles	88.7	11.3	88.7	11.3
11. Emotion	79.2	20.8	76.9	23.1
12. Stress	92.3		91.2	8.8
13. Confidence	90.6	9.4	88.7	11.3
14. Gain Respect	88.7	11.3	86.8	13.2
15. Toughness	78.8	21.2	76.5	23.5
16. Aggressiveness	86.8	13.2	86.8	13.2
17. Mech Ability	84.9	15.1	86.8	13.2
18. Skills	67.9	32.1	66.0	34.0
19. Make Effort	90.6	9.4	92.5	7.5
20. Self Image	86.5	13.5	78.8	21.2
21. Leadership	67.3	32.7	69.2	30.8
22. Fraternization	75.5	24.5	73.6	26.4
23. Single Parent	70.0	30.0	70.0	30.0
24. Team Work	92.5	7.5	90.6	9.4
25. Should Allow	82.7	17.3	76.9	23.1
26. Are Capable	81.1	18.9	73.6	26.4
27. Disrupt	81.1	18.9	84.9	15.1

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.28. Summary of Interview Responses (Quartermaster).

Table A.Z.J. 28. Background despeny of invivalences (Signat).

Branch: Signal

Age (Yrs)	Resp No.	onses %	Grade	Resp No.	onses %	Months In Duty MOS	Resp No.	onses %
17-20	0	0	E3-E4	8	7.9	1-6	18	17.8
21-25	27	26.7	E5-E6	15	14.9	7-12	18	17.8
26-30	16	15.8	E7-E9	36	35.6	13-18	6	5.9
31-35	14	13.9	W1-W4	4	4.0	19-24	11	10.9
36-40	33	32.7	U1-U2	17	16.8	25-36	9	8.9
41-45	9	8.9	03-04	16	15.8	37-48	9	8.9
46 +	2	2.0	05-06	5	5.0	49-60	5	5.0
	0	0	*	0	0	60 +	25	24.8
			again de la cagarina	alata ett ett	m burdi		0	0
Total	101	100.	Total	101	100.0	Total	101	100.0

Period In Months	Superv No.	ised Women	Subordi Wome No.	nate to	Co-Work Women No.		Race	Respo	onses . %
Never	7	6.9	58	57.4	3	3.0	Whi te	56	55.4
1-6	10	9.9	19	18.8	20	19.8	Black	16	15.8
7-12	17	16.8	7	6.9	17	16.8	Other	4	4.0
13-18	11	10.9	6	5.9	17	16.8	*	. 25	24.8
19-24	5	5.0	3	3.0	4	4.0	Total	101	100.0
25-36	15	14.9	5	5.0	17	16.8	energy type	a i mach	
37 +	36	35.6	3	3.0	23	22.8	90,518 - 170 T	7 4 97 4	
	0	0 19733	ret o	0	of marko	0	1 ASKROUT	85.1.5	, Ř
Total	101	100.0	101	100.0	101	100.0			

^{*}Incomplete or missing data.

Table A.2.2.29. Background Summary of Interviewees (Signal).

Branch Signal

Women can work in this Branch considering (issue)

	Percentag	e in Peacetime	Percentag	e in Wartime
Issue	Agree	Disagree	Agree	Disagree
1. Strength	48.5	51.5	46.5	53.5
2. Size	69.0	31.0	66.3	33.7
3. Grip	76.0	24.0	74.0	26.0
4. Coordination	93.1	6.9	92.1	7.9
5. Arm/Leg Length	85.1	14.9	84.2	15.8
6. Endurance	73.0	27.0	68.0	32.0
7. Menses	80.0	20.0	74.0	26.0
8. Pregnancy	18.0	82.0	15.0	85.0
9. Hygiene	84.2	15.8	79.2	20.8
10. Profiles	84.2	15.8	81.2	18.8
11. Emotion	68.7	31.3	59.6	40.4
12. Stress	80.0	20.0	75.0	25.0
13. Confidence	93.0	7.0	91.0	9.0
14. Gain Respect	88.1	11.9	86.1	13.9
15. Toughness	65.3	34.7	61.4	38.6
16. Aggressiveness	81.0	19.0	77.0	23.0
17. Mech Ability	82.2	17.8	81.2	18.8
18. Skills	74.3	25.7	73.3	26.7
19. Make Effort	89.0	11.0	86.0	14.0
20. Self Image	86.9	13.1	81.8	18.2
21. Leadership	65.7	34.3	61.6	38.4
22. Fraternization	73.7	26.3	72.7	27.3
23. Single Parent	57.0	43.0	45.2	54.8
24. Team Work	89.0	_ 11.0	89.0	11.0
25. Should Allow	62.4	37.6	60.4	39.6
26. Are Capable	64.6	35.4	63.6	36.4
27. Disrupt	78.8	21.2	73.7	26.3

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.30. Summary of Interview Responses (Signal).

Application and appropriately to the property of the property of the contract of the contract

0.600 | 10t - \$.601

Airco pater is no significant

Branch: __Transportation

Age (Yrs)	Res No.	ponses %	Grade	Res No.	ponses %	Months In Duty MOS	Resp No.	onses %
17-20	6	5.9	E3-E4	9	8.9	1-6	18	17.8
21-25	24	23.8	E5-E6	31	30.7	7-12	16	15.8
26-3U	30	29.7	E7-E9	26	25.7	13-18	9	8.9
31-35	16	15.8	W1-W4	2	2.0	19-24	13	12.9
36-40	19	18.8	01-02	19	18.8	25-36	5	5.0
41-45	5	5.0	03-04	14	13.9	37-48	6	5.9
46 +	1	1.0	05-06	0	0	49-60	1	1.0
	0	0	* -	0	0	60 +	33	32.7
			strate and the	and the second		→ 1.790		
Total	101	100.0	Total	101	100.0	Total	101	100.0

Period In Months	Supervi No.	sed Women	Subordi Wome No.	nate to	Co-Work Wome No.	ker with n	Race		onse:
Never	12	11.9	50	49.5	1	1.0	White	31	30.
1-6	17	16.8	21	20.8	13	12.9	Black	5	5.
7-12	12	11.9	16	15.8	19	18.8	Other	2	2.
13-18	6	5.9	6	5.9	9.	8.9	*	63	62.
19-24	13	12.9	5	5.0	16	15.9	Total	101	100.
25-36	16	15.8	1	1.0	17	16.8	100	9,2753°	
37 +	25	24.8	2	2.0	26	25.7		1 6 945	4 23
*	0	d	1404(0)	2921030	8 × 0	501 No 0	BUTTERN TO	. S. 15.	1.7
Total	101	100.0	101	100.0	101	100.0			

^{*}Incomplete or missing data.

Table A.2.2.31. Background Summary of Interviewees (Transportation).

Branch Transportation

Women can work in this Branch considering (issue)

	Percentag	e in Peacetime	Percentag	e in Wartime
Issue	Agree	Disagree	Agree	Di sagree
1. Strength	35.6	64.4	33.7	66.3
2. Size	71.0	29.0	70.0	30.0
3. Grip	58.4	41.6	57.4	42.6
4. Coordination	95.0	5.0	94.0	6.0
5. Arm/Leg Length	83.2	16.8	83.2	16.8
6. Endurance	66.7	33.3	64.6	35.4
7. Menses	57.3	32.7	67.3	32.7
8. Pregnancy	11.9	88.1	10.9	89.1
9. Hygiene	71.3	28.7	69.3	30.7
10. Profiles	82.2	17.8	78.2	21.8
11. Emotion	65.7	34.3	62.6	37.4
12. Stress	74.2	25.8	66.0	34.0
13. Confidence	81.0	19.0	79.0	21.0
14. Gain Respect	87.0	13.0	86.0	14.0
15. Toughness	71.3	28.7	70.3	29.7
16. Aggressiveness	82.0	18.0	79.0	21.0
17. Mech Ability	66.3	33.7	66.3	33.7
18. Skills	48.0	52.0	46.0	54.0
19. Make Effort	81.2	18.8	84.2	15.8
20. Self Image	72.0	28.0	67.0	33.0
21. Leadership	64.4	35.6	65.3	34.7
22. Fraternization	69.7	30.3	73.7	26.3
23. Single Parent	58.0	42.0	55.0	45.0
24. Team Work	93.0	7.0	87.0	13.0
25. Should Allow	61.4	38.6	62.4	37.6
26. Are Capable	66.0	34.0	66.0	34.0
27. Disrupt	68.3	31.7	69.3	30.7

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.32. Summary of Interview Responses (Transportation).

Branch: Immaterial

YOR AND HOROW

SIGNAT

Age (Yrs)	Res No.	ponses %	Grade	Res	ponses %	Months In Duty MOS	Resi	onses %
17-20	0	0	E3-E4	0	0	1-6	9	15.8
21-25	5	8.8	E5-E6	6	10.5	7-12	6	10.5
26-30	10	17.5	E7-E9	27	47.4	13-18	4	7.0
31-35	12	21.1	W1-W4	0	0	19-24	2	3.5
36-40	17	29.8	01-02	4	7.0	25-36	5	8.8
41-45	11	19.3	U3-U4	14	24.6	37-48	7	12.3
46 +	2	3.5	05-06	6	10.5	49-60	3	5.3
	0	0	*	0	0	60 +	20	35.0
				Carrier San			1	1.8
Total	57	100.0	Total	57	100.0	Total	57	100.0

Period In Months	Supervi No.	sed Women	Subordi Wome No.		Co-Work Women No.		Race		ponses
Never	2	3.5	28	49.1	4	7.0	White	26	45.6
1-6	3	5.3	8	14.0	6	10.5	Black	11	19.3
7-12	3	5.3	2	3.5	7	12.3	Other	1	1.8
13-18	4	7.0	3	5.3	7	12.3	•	19	33.:
19-24	4	7.0	- 1	1.8	2	3.5	Total	57	100.
25-36	8	14.0	4	7.0	8	14.0		333	
37 +	33	57.9	11	19.3	23	40.4	h #5.32		
	0	0	0	0	0	. 0	1.000		
Total	57	100.0	57	100.0	57	100.0	A. J. Bushes		

^{*}Incomplete or missing data.

Table A.2.2.33. Background Summary of Interviewees (Branch Immaterial).

Branch Immaterial

The series of wiseing data.

Women can work in this Branch considering (issue)

	Percentag	e in Peacetime	Percentage in Wartime		
Issue	Agree	Disagree	Agree	Disagree	
1. Strength	73.7	26.3	70.2	29.8	
2. Size	89.5	10.5	87.7	12.3	
3. Grip	81.8	18.2	74.5	25.5	
4. Coordination	98.2	1.8	96.4	3.6	
5. Arm/Leg Length	7.3	92.7	92.7	7.3	
6. Endurance	87.5	12.5	74.5	25.5	
7. Menses	89.5	10.5	89.1	10.9	
8. Pregnancy	35.1	64.9	22.8	77.2	
9. Hygiene	91.2	8.8	83.9	16.1	
10. Profiles	91.2	8.8	.89.5	10.5	
11. Emotion	80.7	19.3	77.2	22.8	
12. Stress	92.7	7.3	83.6	16.4	
13. Confidence	85.7	14.3	14.3	85.7	
14. Gain Respect	89.3	10.7	89.3	10.7	
15. Toughness	83.9	16.1	80.4	19.6 .	
16. Aggressiveness	83.9	16.1	85.7	14.3	
17. Mech Ability	83.3	16.7	81.5	18.5	
18. Skills	70.9	29.1	67.3	32.7	
19. Make Effort	89.3	10.7	91.1	8.9	
2U. Self Image	87.0	13.0	87.0	13.0	
21. Leadership	72.2	27.8	70.4	29.6	
22. Fraternization	78.9	21.1	75.0	25.0	
23. Single Parent	61.1	38.9	51.9	48.1	
24. Team Work	92.9	据处 7.1 [10] 第二十分第	92.9	图 7.1	
25. Should Allow	73.7	26.3	77.2	22.8	
26. Are Capable	84.2	15.8	86.0	14.0	
27. Disrupt	86.0	14.0	86.0	14.0	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.34. Summary of Interview Responses (Branch Immaterial).

ALAS-S-A

Table A.E.E.S. Background Sugary of Interviewer Chale West UTI.

Branch: Male Wrapup

3100

Age Resp (Yrs) No.				Responses		Months In Duty MOS	Resp No.	onses
17-20	3	.3	E3-E4	4	.3	1-6	163	12,8
21-25	232	18.2	E5-E6	196	15.3	7-12	177	13.8
26-30	299	23.4	E7-E9	494	38.7	13-18	110	8.6
31-35	283	22.1	W1-W4	20	1.6	19-24	91	7.1
36-40	320	25.0	U1-U2	265	20.7	25-36	117	9.2
41-45	121	9.5	U3-U4	242	18.9	37-48	89	7.0
46 +	20	1.6	U5-U6	57	4.5	49-60	73	5.7
	0	0	•	0	0	60 +	455	35.6
							3	.2
Total	1278	100.0	Total	1278	100.0	Total	1278	100.0

Period In Months	Supervised Women No. %		Subordinate to Women No. %		Co-Worker with Women No. %		Race	Respo	
Never	358	28.0	859	67.2	391	30.6	White	581	45.
1-6	138	10.8	138	10.8	157	12.3	Black	127	9.
7-12	153	12.0	113	8.8	153	12.0	Other	45	3.
13-18	94	7.3	47	3.7	108	8,4		525	41.
19-24	108	8.5	47	3.7	103	8.1	Total	1278	100.
25-36	142	11.1	26	2.0	145	11.3	er parameter parameter and consist		EX 28.
37 +	285	22.3	48	3.8	221	17.3	Yedl 21	907 000 94 2 20	109
•	. 0	0	0.00	0	. 0	0	er savared	35 5	2 1
Total	1278	100.0	1278	100.0	1278	100.0			

^{*}Incomplete or missing data.

Table A.2.2.35. Background Summary of Interviewer (Male Wrap UP).

Branch Male Wrap-Up

Women can work in this Branch considering (issue)

	Percentag	e in Peacetime	Percentage in Wartime		
Issue ()	Agree	Disagree	Agree	Disagree	
1. Strength	44.4	55.6	40.0	59.7	
2. Size	72.9	27.1	70.8	29.1	
3. Grip	68.3	31.7	66.4	33.6	
4. Coordination	96.2	3.8	95.8	4.2	
5. Arm/Leg Length	88.4	11.6	87.1	12.9	
6. Endurance	65.4	34.6	59.2	40.8	
/. Menses	72.7	27.3	68.8	31.2	
8. Pregnancy	12.8	87.2	11.2	88.8	
9. Hygiene	80.6	19.4	73.0	27.0	
10. Profiles	83.7	16.3	82.0	18.0	
II. Emotion	76.4	23.6	70.6	29.4	
12. Stress	80.6	19.4	73.0	26.9	
13. Confidence	89.7	10.3	88.0	12.0	
14. Gain Respect	83.0	17.0	81.3	18.7	
15. Toughness	72.7	27.3	70.2	29.8	
16. Aggressiveness	83.6	16.4	82.6	17.4	
17. Mech Ability	85.5	14.5	83.9	16.1	
18. Sk111s	63.1	36.9	63.6	36.4	
19. Make Effort	88.9	The Page 1 garden	86.7	13.3	
20. Self Image	72.4	27.6	71.4	28.6	
21. Leadership	74.4	25.6	72.6	27:4	
ZZ. Fraternization	68.2	31.8	67.3	32.7	
23. Single Parent	52.0	47.9	49.1	50.9	
24. Team Work	91.4	8.6	88.2	11.7	
25. Should Allow	57.2	42.8	55.5	44.5	
26. Are Capable	64.3	35.7	61.3	38.7	
27. Disrupt	69.3	30.5	67.6	32.4	

A Responses drade Responses Morres In Rosponses

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Lough has joined took in

Table A.2.2.36. Summary of Interview Responses (Male Wrap Up).

Number Respondents: 140 Branch: Female Wrapup

Age (Yrs)	Resp No.	onses %	Grade	Resp No.	onses %	Months In Duty MOS	Resp No.	onses %
17-20	12	8.6	E3-E4	34	24.3	1-6 8957	31	22.1
21-25	72	51.4	E5-E6	51	36.4	7-12	25	17.9
26-30	26	18.6	E7-E9	13	9.3	13-18	13	9.3
31-35	9	6.4	W1-W4	2	1.4	19-24	13	9.3
36-40	9	6.4	01-02	23	16.4	25-36	12	8.6
41-45	8	5.7	03-04	12	8.6	37-48	16	11.4
46 +	4	2.9	U5-U6	- 4	2.9	49-60	9	6.4
	0	0		1	.7	60 +	20	14.3
					- 1. (b)	1-1:10	1	•
Total	140	100.0	Total	140	100.0	Total	140	100.0

Period In Months	Supervi No.	sed Women	Subordi Wome No.		Co-Work Women No.		Race	1.	onse:
Never	30	21.4	30	21.4	8	5.7	White	66	47.
1-6	22	15.7	42	30.0	19	13.6	Black	25	17.9
7-12	16	11.4	17	12.1	23	16.4	Other	5	3.0
13-18	7	5.0	- 11	7.9	15	10.7		44	31.
19-24	13	9.3	6	4.3	14	10.0	Total	140	100.0
25-36	13	9.3	9	6.4	23	16.4	e de la company	anter the second	GO P WA
37 +	39	27.9	25	17.9	38	27.2		83023 83023	933
• •	0	0	0	0	0	of Qu	aren J	2.2.36	A mi
Total	140	100.0	140	100.0	140	100.0			

^{*}Incomplete or missing data.

Table A.2.2.37. Background Summary of Interviewer (Female Wrap Up).

Branch Wrap-Up For Females

Women can work in this Branch considering (issue)

	Percentag	e in Peacetime	Percentage in Wartime		
Issue	Agree	Disagree	Agree	Di sagree	
1. Strength	67.9	32.1	65.0	35.0	
2. Size	82.1	17.9	82.1	17.9	
3. Grip	74.1	25.9	73.4	26.6	
4. Coordination	97.1	2.9	97.1	2.9	
5. Arm/Leg Length	85.0	15.0	83.6	16.4	
6. Endurance	86.4	13.6	84.9	14.4	
7. Menses	90.0	10.0	86.4	13.6	
8. Pregnancy	35.5	64.5	30.4	68.8	
9. Hygiene	85.5	11.5	84.9	15.1	
10. Profiles	95.7	4.3	95.0	5.0	
11. Emotion	87.8	12.2	87.0	13.0	
12. Stress	92.1	7.9	90.6	9.4	
13. Confidence	87.9	12.1	87.1	12.9	
14. Gain Respect	81.3	18.7	79.9	20.1	
15. Toughness	86.3	13.7	85.5	14.5	
16. Aggressiveness	87.1	12.9	84.9	15.1	
17. Nech Ability	83.3	16.7	81.9	18.1	
18. Skills	72.1	27.9	70.5	29.5	
19. Make Effort	90.7	9.3	90.7	9.3	
20. Self Image	82.0	18.0	77.7	22.3	
21. Leadership	79.4	20.6	80.1	19.9	
22. Fraternization	82.0	.18.0	79.9	20.1	
23. Single Parent	76.9	23.1	72.4	27.6	
24. Team Work	95.7	4.3	96.4	3.6	
25. Should Allow	90.0	10.0	91.4	8.6	
26. Are Capable	89.3	10.7	90.7	9.3	
27. Disrupt	85.7	14.3	87.1	12.9	

NOTE: Percentages that do not total 100% are due to a no response from selected issues from some respondents.

Table A.2.2.38. Summary of Interview Responses (Female Wrap Up).

to sell one of budged one Annex 3 morres ago nor (state)

USE OF UNIT CATEGORIZATION FOR ASSIGNMENT OF WOMEN

1. <u>Issue</u>. EWITA DIRECTIVE: "Consider dividing Category I units into Category 1A (male only) and Category 1B (Interchangeable) units."

2. Discussion.

a. The current definition of a Category I unit is:

"A unit, organized under table of organization and equipment, whose primary mission includes engaging and inflicting casualties and/or equipment damage on the enemy by use of its organic weapons. Category I status is extended to its corresponding headquarters and service companies whose mission is supporting and providing assistance thereto, and to those command and control headquarters habitually operating in the forward portion of the active combat area (forward of the brigade rear boundary). Category I units normally operate in the forward portion of the active combat area, but may, because of the range of their primary weapons and positionary requirements, operate in the division and corps rear areas." (AR 310-25).

- b. For purposes of satisfying an underlying intent of the combat exclusion definition, that of not placing women in units/positions where there is the likelihood of exposure to ground attack, it had to be established how far rearward sufficient likelihood exists. EWITA determined that the forward maneuver battalion operational areas constituted that area where likelihood was sufficient to preclude women from working on a <u>sustained</u> basis. Accordingly, maneuver battalions in entirety were closed. HHC's may be subsequently opened, but only for the purpose of making the PAC positions interchangeable. This decision is dependent on finalization of PAC location doctrine.
- c. If the only purpose for categorizing units is for assignment of women, the definition of a Category I unit should be changed to coincide with the CED, to wit:

"A unit whose primary mission involves employment of direct or indirect fire weapons (other than field artillery and air defense missiles fired in the non-line-of-sight mechanically aimed mode), and whose area

of normal employment is in the forward maneuver battalion operational areas and beyond to the line of contact."

- d. Besides assignment of women, there are several other purposes and programs that are organized around the current definitions of Category I, II and III units. Examples are manpower authorization criteria (MACRIT), establishment of secondary missions (AR 310-31), and authorization of equipment (AR 310-34), to name but a few.
- e. A redefinition of Category I units, with the accompanying impacts on a number of other programs, is not cost effective. Units can be closed to women based on results of EWITA simply by identification of interchangeable positions.

3. Conclusions.

- a. There is insufficient basis for redefining Category I units.
- b. Management of women can be achieved by establishing limits on the total population by MOS, and by identification of interchangeable positions.
- 4. Recommendation. That the Army discontinue the use of Category I, II and III designations as a basis for assignment considerations.

asera labolitare a religious religions disposed and temperature and temperature and the contract of the property of the contract of the contra

Denning them and the contract of the contract

of somen, the wern from or a ceregory is not a social to change to describe with the wire too old, and with the social to a change to describe with the social to a change to

To a service and responsible to a service of the se

ANNEX 4

NON-CONCURRENCES TO EWITA

FINDINGS ON CATEGORY I UNITS

1. Identification of Nonconcurrences.

These were nonconcurrences in the EWITA recommendations pertaining to opening or closing the units at Figure A.2.4.1, either by a member of EWITA or by a representative from the proponent school.

NAME	TOE		
HHB, 105mm, 155mm, 175mm, 8'' FA Bn (all types - less radar & survey sections)	6-156,186,406,166, 366,376,426, 456,716,436, 396,446		
Tgt Acq Btry	6-307		
US Army FA Warhead Spt Det	6-500		
FA Searchlight Btry	. 6-507		
HAWK Btry (all types)	44-236,246,256,266		
HHB CHAPARRAL/VULCAN (all types) & ADA Maint, Radar & RCAT TM	44-326,426,436,726 44-510		
US Army ADA Missile Warhead Sup Org	44-500		
ADA Command Staff & Fire Coordinator TM	44-520		
HHC Abn Div Bde	57-042		

FIGURE A.2.4.1. Units With Nonconcurrences.

2. Discussion.

- a. HHB, Cannon Bn (all types). The EWITA recommendation was open. The United States Army Field Artillery School (USAFAS) representative nonconcurred based on the units proximity to the FEBA, predominance of closed MOS within its structure, and role in delivering fire upon the enemy, i.e., gunnery and command and control involving the direct application of combat power. The roles and employment of radar and survey sections were explained in greater depth. After re-analysis the EWITA Board recommends the units, less radar and survey sections be open to women. EWITA concluded that the fact that most MOS are closed to women is not a basis for closing the unit. Except for the radar and survey sections, the battle field employment and location of the HHB poses no conflict with the underlying intent of the combat exclusion definition.
- b. Target Acquisition Battery. The EWITA recommendation was open. The USAFAS representatives nonconcurred based on proximity to the FEBA of unit elements and the fact that most of the MOS in the unit are closed to women. EWITA, upon re-analysis, recommends the unit, less radar and survey section, be open to women. The unit, less the radar and survey sections, sets up operations well rearward of the FEBA. The employment of the radar and survey sections conflicts with the underlying intent of the combat exclusion definition. EWITA recommends these elements be closed.
- c. <u>U.S. Army FA Warhead Support Detachment</u>. The EWITA recommendation was open. The USAFAS representative nonconcurred based on the fact that most of the MOS in the units are closed. EWITA, upon re-analysis, recommends the unit remain open to women recognizing that the various operating teams will in effect be closed by a lack of open MOS. This action allows the battery headquarters to be open since it sets up operation well rearward of the FEBA and has open MOS.
- d. FA Searchlight Battery. The EWITA recommendation was open. The USAFAS representative nonconcurred based on the units employment on or near the FEBA or line of contact. EWITA, upon re-analysis, recommends the unit be closed based on the mission of providing direct illumination in support of tactical night operations. This mission conflicts with the underlying intent of the combat exclusion definition.

- e. HAWK Battery (all types). The EWITA recommendation was open. The United States Army Air Defense School (USAADS) representative nonconcurred based on the location of the unit in the brigade area. It remains clear that HAWK will not be placed in willful jeopardy by employment in relationship to the FEBA and/or line of contact. EWITA, upon re-analysis, recommends the unit be open to women since it will seldom operate in the forward manuever battalion area.
- f. HHB Chaparrel/Vulcan (all types) and ADA Maint Radar and RCAT Team. The EWITA recommendation was open. The USAADS representative nonconcurred based on the role and employment of the forward area alerting radar platoon/section/team. FM 44-3, page 6-11, states the FAAR system will provide time sensitive information to the weapon system crews, alert crews of impending air attack and provide tentative aircraft identification and location so observers at the weapon can visually search a relatively small sector of airspace. When possible, the radars are employed in secure areas no closer than two kilometers to the FEBA or line of contact to provide security from small arms and automatic weapons fire. EWITA re-analysis concludes that there is insufficient distance from the line of contact to satisfy the underlying intent of the combat exclusion definition. Thus, EWITA recommends the FAAR platoon/section of the HHB, and team FB of the ADA maintenance, radar and RCAT teams, be closed. The other elements in the organization should be open.
- g. US Army ADA Missile Warhead Support Detachment. The EWITA recommendation was open. The USAADS representative nonconcurred based on the mission of providing, by team composition, for the custody, count, storage, organizational maintenance support, and monitoring of nuclear warhead sections and components (or non-nuclear components) in support of a NIKE-HERCULES unit of an allied nation. The host nations might object to women in supervisory positions. EWITA concludes that the opening or closing of the unit should be consistent with DA policy on women serving with allied units. However, based on the EWITA criteria for analysis, there is no basis for closing the unit.
- h. ADA Command, Staff and Fire Coordination Teams. The EWITA recommendation was open. The USAADS representative nonconcurred on the basis that all the MOS in team FA were recommended closed by EWITA, thus this team should be closed. EWITA, upon re-analysis, recommends open, recognizing that the various operating teams will in effect be closed by lack of open MOS. The action allows the unit headquarters (team AA) to be open. Team AA has open MOS and normally sets up operations well to rear of the FEBA.

- i. HHC, Brigade, Airborne Division and Separate Airborne Brigade.
- (1). The EWITA recommendation was open. An EWITA member nonconcurred with the following rationale:
- (a) A discussion of what an airborne division has or has not done since World War II has little relevance when discussing this issue. The Army has made a conscious choice to maintain this flexibility. The types of missions under active consideration for the 82nd Abn Div most definitely include the possibility and even the probability that the members of the HHC will be active participants in an airborne assault.
- (b) To call it noteworthy that the mission capabilities of the airborne brigade does not mention airborne assault, but does mention that it lands by parachute or aircraft, leaves me groping. My conclusion is that the implied mission is so obvious that it would have been redundant to have stated it.
- (c) In discussing elite units and elite personnel (whether male or female), a full consideration of the issue must be explored. The psychological implications of altering the dynamics of elite units must be considered. Binkin and Back (1977) discuss the hypothesis of male bonding, particularly in matters involving control of interferences to social orders, such as politics, war, and police work. This hypothesis implies that in matters pertaining to organized aggression "not only will males and females reject other females as potential leaders and defenders, but that males will reject females as colleagues." If this is an accurate portrayal it could affect combat units. Military organizations, particularly those elite units closely associated with a machismo image (such as airborne and ranger units), tend to attract individuals because of that image. The types of volunteer might change if women were introduced, perhaps disrupting group cohesion and, hence, combat effectiveness.
- (d) This unit can be objectively closed based on other considerations, for example the uniqueness of its mission.
 - (e) Recommend it remain closed at this time.
- (2) After considering the nonconcurrence, EWITA recommends the unit remain open to women, subject to determination of personnel (by position) who would not enter the airhead until after linkup occurs.

APPENDIX A-3

COMBAT LOSS REPLACEMENT CONSIDERATIONS

1. PURPOSE. To consider combat loss replacement requirements and the effects of an increasing number of women in the Army.

2. DISCUSSION.

- a. The US Army is expected to receive heavy casualties during the first days of the next war. Therefore, to meet the enemy challenge and win, the Army must have the capability and flexibility of using certain combat support and combat service support personnel as immediate replacements for casualties incurred by the combat arms. This capability is vital to maintaining the combat effectiveness of combat units prior to the arrival of trained filler personnel from outside the theater.
- b. The Army has interpreted the intent of Congress to be that women should not participate in combat as a primary function. This consideration, coupled with the magnitude of the initial casualties, leads to the conclusion that a certain number of positions, otherwise open to women in combat support and combat service support units, must be filled by men.

3. ASSUMPTIONS.

- a. Activated National Guard and Army Reserve Units will be deployed as units (by law for National Guard, total force assumption for Army Reserve units).
- b. Priority for assignment of activated Individual Ready Reserve (IRR) and Standby Reserve personnel will be to fill active Army units.
- c. The majority of losses (greater than 80%) will occur in combat arms MOS (Historical Data, FM 101-10-1 and USAADMINCEN studies. Contact Major J. Jeffrey, System Design Directorate, USAADMINCEN, AUTOVON: 699-3298, for tactical scenario and loss factors information considered in this analysis).
- d. Active Army training cadre at basic and advanced individual training centers will not be used as replacements until mobilization of Reserve Training Divisions is completed (60 days are assumed to be required).

- e. The alerting, processing, and training of the IRR, Standby Reserve, and other personnel activated under similar circumstances, will require an average of 60 days.
- f. There will be a 50 percent show rate for personnel of the IRR and Standby Reserve. The no shows are attributable to physical/health problems, essential occupational deferments, and other reasons.
- g. The analysis recognizes that the IRR is currently grossly understrength and continuing to deteriorate.
- h. Sufficient officer personnel are available and, therefore, replacement requirements for officers are not considered.
- i. Estimates are based on losses in the first 90 days of the selected scenario.

4. METHODOLOGY FOR CALCULATION.

This analysis identifies the number of combat support and combat service support positions which should be reserved for men. Criteria for identifying the positions are also suggested.

- a. Determination of Reclassification Requirements.
- (1) Estimate total losses according to the selected scenario (para 3c) for the first 90 day period.
- (2) Estimate total losses (less return to duty within theater) for combat arms MOS. The loss/vulnerability factors from the TRADOC Post Mobilization Training Requirement Study were used for this determination.
- (3) Subtract from replacement requirements those replacements from:
 - (a) Active Army sources not otherwise committed (TDA positions).
- (b) IRR/Standby Reserve (subject to constraints outlined in assumptions). Spread these replacements 50% before D+60 and 50% after D+60.
- (4) Result of above subtraction will be those losses that must be replaced by MOS reclassification.

b. Distribute the reclassification requirements across those CMF/MOS selected as replacement sources for combat arms losses. The following formula was used to accomplish the distribution:

set asid	f positions e for males ted MOS/CMF	=	Strength of selected MOS/CMF Total strength, all selected MOS/CMF	X	Total Shortfall
Example:	CMF 94 Set aside positions	•	$\begin{bmatrix} \frac{26,820}{386,371} & 120,076 \end{bmatrix}$	05 163837 1641097 164	8,335

5. BASIS FOR REPLACEMENT REQUIREMENTS.

The replacement requirements were calculated, based on casualty assessments in the following MOS: 11 (entire CMF), 12 (entire CMF), 13E, 13W, 13Y, 13Z, 16P, and 16R.

not tropped by

A STATE OF A STATE OF

Cera i Etrogres 1814 M. Papi atsaiorra

a. The estimated reclassification requirements to replace losses incurred by the combat arms MOS are summarized below:

RECLASSIFICATION REQ	UIREMENTS
Category	Number
Estimated Total Losses (Less Theater Returned to Duty)	207,051
Vulnerability/ Loss Factors	.33 to .0005 (Varies by CMF/MOS)
Estimated Losses in Selected CMF/MOS	158,334
Less Active Army TDA Positions in Selected MOS	13,302
Less Estimated IRR/SR Replacements	24,956
Estimated Reclass Romts	120,076

b. The MOS selected as possible sources of reclassified replacements for combat losses and their requirements are listed below (all MOS, less medical and those which require 18 or more weeks of training, are included). These are possible sources and are presented as an example for illustrative purposes only.

	Career Management Field	Male Reclassification Requirements (No. of Personnel)
13:	MOS 15D, 15E, 15J, 17B, 17C, 93F	1780
16:	All less MOS 16P, 16R	3679
32:		1352
35:	All less MOS 35B, 35H	467
36:	All less MOS 36H	5361
51:	[일반] [[[[[[[] [[] [[] [[] [[] [[] [[] [[]	4882
Carried State Control	All less MOS 52H, 52J, 52K, 52L, 52M	3378
54:	A11	536
Company of the Compan	All	1400
	All less MOS 34G, 41C, 41J	16915
64:	All	9220
67:	All	6162
71:	A11	14725
72:	All less MOS 31Z	7124
74:	All	1283
76:	A11	14378
81:	All	398
84:	All less MOS 26T	865
92:	All:	1082
94:	A11	8314
95:	All less MOS 95D	. 8664
96:	A11	2224
98:		2345
00:		2972
	TOTAL	119,506

NOTE: Total is less than the requirement due to round off of numbers in the computation of the set aside positions for each CMF.

APPENDIX A-4

This appendix contains the backup material and data in support of objective 4. Contents are indicated below:

ANNEX	TITLE	PAGE
1	Armed Forces Examining and Entrance Station Interviews and Follow-ups	A-4-1-1
2	Leadership and Women in the Army	A-4-2-1

Annex 1

ARMED FORCES EXAMINING AND ENTRANCE STATION INTERVIEWS AND FOLLOW-UPS

1. Purpose of Interviews. A total of 12 newly enlisted female soldiers were identified and interviewed at the AFEES. The interviews were conducted in order to gain insight into perceptions and attitudes of females prior to enlisting in the Army, and to determine, if possible, any positive or negative reinforcements of those attitudes based on the perceived experiences while in basic training and AIT.

2. Methodology.

- a. The female subjects were selected by chance. The only discriminators were their gender, and the date they were to appear at an AFEES.
- b. The following AFEES were selected based on their location/accessibility to the EWITA team:
 - (1) Minneapolis, Minnesota
 - (2) Milwaukee, Wisconsin
 - (3) St. Louis, Missouri
- c. The females interviewed were asked to respond in writing to the statement, "Based on what you know now about the job you will be doing and what you know now about the Army, what do you think your role will be as a soldier and what do you think you will be doing?"
- d. Interviews were conducted at three stages as indicated below. (All 12 were interviewed at the AFEES. Only 10 were interviewed in the two follow on efforts.)

法基金产生

- (1) Prior to enlistment at selected AFEES.
- (2) While in the process of receiving basic training.
- (3) After completion of basic training, while in a AIT or OJT status.
- e. A roster was drawn up of the selected individuals, keyed to the basic training and AIT stations. In the follow-up interviews the subjects were asked to respond in writing how they then felt about the Army, and if their attitude had changed. If their attitudes had changed they were asked to explain how.

3. Discussion.

- a. During the initial interviews, the subjects were uncertain as to what would be expected of them, either in the Army generally, or in basic training specifically. Most expected basic training to be largely physical in nature. All indicated that the recruiter, in each case, had not been overly informative or specific about their training. Most of the subjects did not have a firm idea of what the term "combat" entailed, and had a hard time relating their feelings, pro or con, on this aspect.
- b. During the first follow-up interview (basic training), a positive attitude was evident in all 10 subjects. Basic training was viewed as a challenge to be met and mastered. No major complaints surfaced, except for the restatement, in some cases, that the individual recruiter should have been more specific in describing rest to expect. One item of interest was that most of the subjects, now that they had an idea of what combat might entail, were confident in their abilities and training.
- c. The final interviews were conducted either during AIT or soon after the subject had graduated. Most subjects felt that AIT was much more relaxed, and noticed a "nicer" attitude on the part of the drill sergeants. It was during these sessions, however, that the first negative comments were heard about training and ultimate assignment. The negative comments were related to a lack of information on what duties a particular MOS required, as explained prior to enlisting.
- (1) Prime examples were the three subjects assigned for AIT at Fort Gordon, GA. All claimed ignorance, prior to their AIT, that the MOS for which they were being trained:
 - (a) Were tactical in nature.
- (b) Required physically demanding tasks, such as the erection of antennas.
- (c) Required spending more than one or two weeks a year in the field.

These three subjects stated that had they realized what was involved in the performance of their MOS tasks, they would not have chosen the signal field.

(2) One female attending a self-paced clerk-typist course, was unhappy with the fact that she had been sent to typing school for five days, and given fifteen days OJT. During the OJT phase she had been sent on range details and was also required to scrape and wax floors.

Her chief complaint was that since she already knew how to type, and all the pertinent formats and regulations were available at her duty station, the schooling and OJT were a waste of her time. She said, however, that she enjoyed her current job very much, and her supervisor stated that she was doing an outstanding job.

(3) One other trainee was deeply disappointed in that she had not qualified for the pharmacy school she wanted because of the lack of a course in chemistry. She had been in the Delayed Entry Program for almost a year, and said that if she had been told by her recruiter that she needed the chemistry course, she could have taken it. Even though she felt she had been lied to by her recruiter, her attitude was good about the Army. She was destined for a clinical specialist course in the medical field.

4. Conclusions.

- a. All subjects felt some uncertainty about what would be expected of them in basic training, and the possible role of women in combat. Unce involved in the training program, however, all subjects experienced a feeling of confidence and pride in their abilities, and felt that if called upon, they could have performed in a combat environment.
- b. The first signs of discontent were noticed in AIT, and stemmed from a difference in requirements of a job, as opposed to what the subjects had been led to believe about their ultimate MOS duties by their recruiters.

5. Recommendations.

- a. That US Army Recruiting Command insure recruiters are well informed on MOS requirements, or have the means to verify information imparted to enlistees, regarding requirements or prerequisites for a particular field of training or education.
- b. That all enlistees be given factual information about what to expect regarding their training, both the pleasant and the demanding aspects.

THE CONTRACTOR AND A STATE OF THE ANNEX OF THE PROPERTY AND ASSESSMENT OF THE CONTRACTOR OF THE CONTRA nearly remain the processors to describe the remaining process of the restriction of the

were received the solution of the service of the service of the service of the service of solutions and the service of solutions and services of solutions.

Leadership and Women in the Army

their balls counts opening it this are to meaners obtained the professional

permetations results are presented bland pathness was are select . I

new manural valuations and manufacture and the same of the orange of

present to a your out many was seen to your other than the empire of

more than the product assessed for at present of at a first bands

ester report to offer our expressions (applied at a some of express off country units are stated and areast applicables restrate to elect to enot put

one's ability to lead, and entered that willighte application

suctery today, "the warmes and nebber's that we note as a cursen nave that a unanted that there were norms and rains created between to women a wall and equal carticle of emparation" . (see and les) . "north distance takens than Figures, and task ortestation between major and exacts here been major to mani, promit research on there been attributed to difference in the case coclaifzation. Similar different as in constar are presented true

as contillarly interestable took on the town of business and fitte means of

teaching and one resignering resident of a thought now there's a fathered Prepared by: to grant to grant many brongs and property and your rest Captain Mark Foley skall senoraress objects and by themes is a problem as a member of the Directorate for na about 10 to be a so that the fact of the expension of Women in the Army

75 A. 20 CAS

LETTER THROUGH FOLK

schools with about walk characterist.

INTRODUCTION. The issue of leadership in the WITA Evaluation will be examined in two major areas; (1) women as leaders and (2) leaders of men and women. This examination will explore what characteristics, if any, of women make their ability to lead different from their male counterparts; how leadership plays an instrumental role in man's acceptance of women in non-traditional jobs; female self-image; and equity of opportunity and responsibility. The discussion will be based on research of the literature, previous military studies, and analysis of WITA field observations and survey data.

SIGNIFICANT FACTS.

- a. More women officers/supervisors are coming into the Army.
- b. Women will be required to serve in the same leadership positions as their male counterparts if they are to compete equally for professional advancement.
- c. Women are now attending basic training and officer commissioning schools with their male counterparts.
 - d. Women are now serving in formerly all male units.
- e. There are still dual standards which are prejudicial to both men and women.
- f. There are insufficient role models within the Army for female leaders.

DISCUSSION.

Leadership is an illusive if not somewhat illusory subject. From Carlyle's "Great Man Theory", to traits, principles, and the tri-focal view, attempts have been made to explain the nature of good leadership. This is particularly difficult when discussing female leadership because of the lack of significant numbers of women in leadership positions. This discussion will not attempt to explore the whole issue of leadership, but will examine those factors which cause real or perceived differences in male/female leadership.

The manner in which an individual approaches the role of leader sets the tone-or style of his/her leadership. There are factors that enhance one's ability to lead, and others that mitigate against it. In American society today, "the values and beliefs that we hold as a nation have created institutions whose norms and rules create barriers to women's full and equal participation". (Zellman 1976). "Differences in activity, influence, and task orientation between males and females have been noted in small group research and have been attributed to differences in sex-role socialization. Similar differences in behavior are predicted from the

formal theory of status characteristics and expectation. Methods for improving the imbalance in power and prestige between males and females in work groups are also derivable from theory". (Lockheed and Hall 1976).

In looking at the current social structure, there is compelling evidence to indicate that in leadership roles women will be significantly less effective than men.

WITA evaluation survey data supports this thesis when perceptions about women are closely examined (Figures A.4.2.1 through A.4.2.4). Branches of the Army having the most experience with female soldiers rate women higher than combat arms branches in all areas but one, leadership. Whether this judgement is real or perceived is not the only issue. The perception of women's inability to lead will affect their capability to perform, and, therefore, has significance.

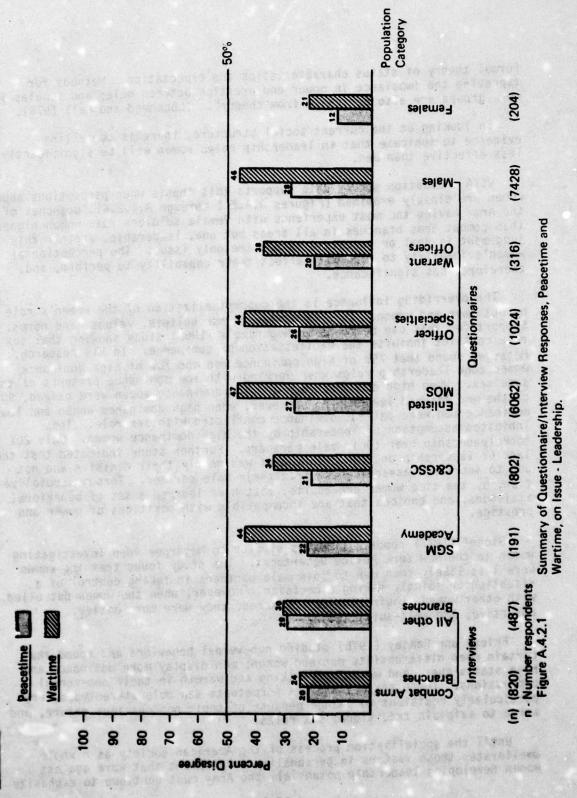
The overriding influence is the conceptualization of the women's role by both men and women. This is buried in our beliefs, values, and norms. Support for this can be found in Megargee's (1969) study showing that sex role conflict inhibits the manifestation of dominance. In his research, Megargee found that 75% of high dominance men and 70% of high dominance women took leadership roles when working with low dominance partners of the same sex. When high dominance men and low dominance women were paired, 90% of the men assumed leadership. However, when high dominance women and low dominance men were paired, dominance conflicted with sex role. This inhibited assumption of leadership by the high dominance women. Only 20% took leadership over their male partners. Further study indicated that the lack of leadership on the women's part was mostly their decision and not due to increased assertiveness from their male partner. Through socialization, by the time women are adults, most have learned a set of behaviors, attitudes, and choices that are incompatible with positions of power and prestige.

Sichel (1977) reports findings similar to Megargee when investigating women in the New York Police Department. The study found that the women were less likely than men to join male partners in taking control of a situation or jointly making a decision. However, when the women patrolled with other women, their behavior differed; they were more active, assertive, and self-sufficient.

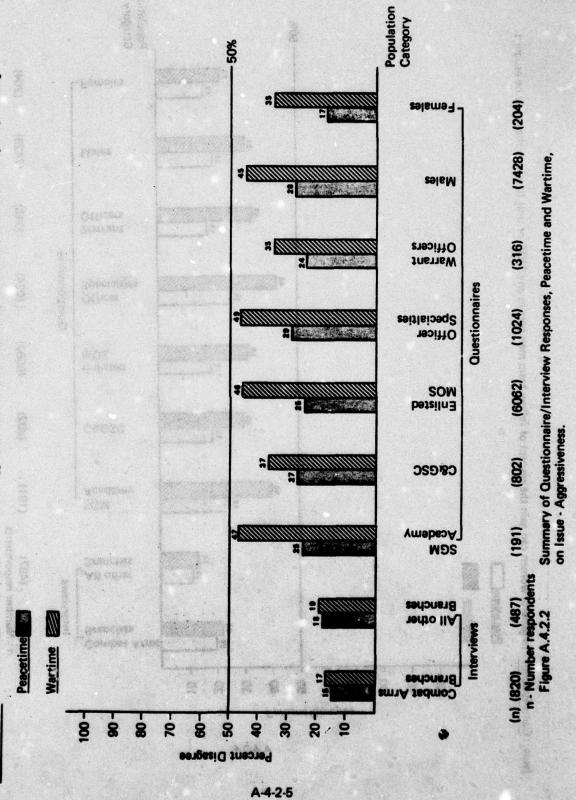
Frieze and Ramsey (1976) studied non-verbal behaviors and found that certain cues differentiate men and women; men display more dominance and high status cues, and women more liking and warmth in their non-verbal expressions. These sex differences perpetuate sex role stereotypes, are particularly resistant to change because of their nonconscious nature, and serve to maintain traditional sex roles.

Until the socialization process of the American society as a whole ameliorates those factors in personality development that work against women developing leadership potential, the Army must continue to emphasize

ssue: Leadership - In general women have the necessary leadership skills to perform in any MOS or unit to which they may be assigned

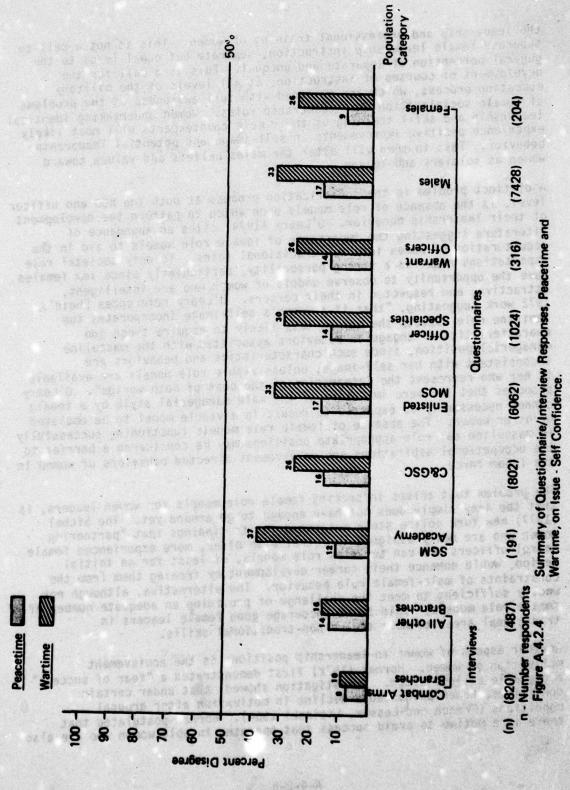


Issue: Aggressiveness - In general women have the necessary aggressiveness to perform in any MOS or unit to which they may be assigned.



Population Category Issue: Gains Respect - In general women can gain the respect of fellow team members in any MOS or unit to which they may be assigned. (204) Females (7428)Males Summary of Questionnaire/Interview Responses, Peacetime and Wartime, on Issue - Gains Respect. (316) Officers InsneW Questionnaires (1024) Officer Specialties (8062) betziln3 SOM (802) CFESC 20500 (191) SGM 2 2000 820) (487) - Number respondents Figure A.4.2.3 All other Branches Branches Percent Disagree A-4-2-6

Issue: Confidence - In general women have the necessary self confidence to perform in any MOS or unit to which they may be assigned.



the leadership and professional training of women. This is not a call to separate female leadership instruction; separate but equal leads to the general perception of separate and unequal. This is a call for the development of courses of instruction, at all levels of the military education process, which are designed with full awareness of the problems of female socialization into leadership roles. Women undertaking identical leadership and skill training as their male counterparts will most likely experience positive improvements in self-image and potential leadership behavior. This in turn will alter the males beliefs and values toward women as soldiers and leaders.

A distinct problem in the socialization process at both the NCO and officer level, is the absence of role models upon which to pattern the development of their leadership behavior. O'Leary (1974) cites an abundance of literature suggesting the importance of female role models to aid in the acculturation of women into non-traditional roles. To defy societal role expectations requires a strong personality, particularly since few females have the opportunity to observe models of women who are intelligent, attractive, and respected in their careers. O'Leary references Shein's 1972 work suggesting, "that if a woman's self-image incorporates the feminine role aspects she may be less likely to acquire those job characteristics or engage in behaviors associated with the masculine managerial position, since such characteristics and behaviors are inconsistent with her self-image, unless viable role models are available to her who represent the integration of the best of both worlds". O'Leary proposes that the mere imitation of the male managerial style by a female cannot necessarily be expected to result in a viable model to be emulated by other women. The absence of female role models functioning successfully in masculine sex role appropriate positions may be considered a barrier to the occupational aspirations and achievement directed behaviors of women in the labor force.

The problem that arises in seeking female role models for women leaders, is that the Army simply does not have enough to go around yet. The Sichel (1977) New York police study suggested in its findings that "partnering women who are newly assigned to patrol with older, more experienced female patrol officers who can serve as role models, at least for an initial period, would enhance their career development by freeing them from the constraints of male-female role behavior. The alternative, although not wholly sufficient to meet the challenge of providing an adequate number of female role models, would be to encourage good female leaders in traditional areas to move toward non-traditional skills.

Another aspect of women in leadership positions is the achievement motivation of women. Horner (1972) first demonstrated a "fear of success" among able college women. Investigation showed, that under certain conditions, women evidenced a decline in motivation after arousal conditions (French and Lesser, Lipinski 1964). Horner postulated that there is a motive to avoid success that operated in able women who are also

motivated to achieve. Hoffman (1977) replicated Horner's study and introduced variations in the cue used to measure fear of success. None of these variations diminished fear of success.

The psychological/sociological studies cited in this discussion lend credence to the proposal that, given the current social structure, there is compelling evidence to indicate that in leadership roles women will be significantly less effective than men. However, this does not mean that women are poor leaders, nor that they are ineffective in mixed groups, but there is a tendency or potential for them to be less effective relative to their male counterparts. It does suggest that proportionately more men will be more effective leaders than women. A study of military leadership perceptions will assist in further study of this issue.

A 1972 Naval War College survey (N = 452) (Fox, 1977) looked at the issue of leadership. Several of the questions deal with the acceptance of men and women in leadership roles. The concensus appears to be that women accept men or women as leaders, however, men have some difficulty accepting women in this role. The results of questions asked of naval officers concerning the effectiveness of women in the command role tend to support other military studies. The men were generally favorable toward women in leadership positions and the majority feel they can be effective.

a. Career development patterns for women line officers should be designed to include the possibility of command in shore activities not requiring operational experience, e.g., communications stations, training activities, recruiting stations.

		MEN	. zwooi file	WOMEN
Agree	1004 30 4	68	AND STATE OF SERVICES	95
Agree Disagree		25	can seat a	3

b. Women officers are temperamentally suited for command.

e a company of the state	. MEN	erpal Ad	WOMEN
Agree	35	4 10 10	73
Disagree	29		8

en metroiffel on Gris (Sinds angeoldes (181

c. Women officers can give orders as effectively as men.

	104	13.6	MEN	9 354	WOMEN
Agree			49		89
Disagree			30		4

d. Women officers are not really line officers and should not be eligible for (line) command billets except those related to the administration of women.

in the second second	MEN	WOMEN
Agree	41	ż
Disagree	47	94

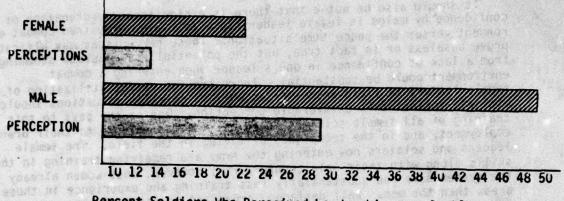
e. Women as a sex, as a general rule, are not able to stand the stress and the strain related to being a commanding officer.

	April 86 Sept 14 119	MEN		WOMEN
Agree Disagree		29		4
Disagree		48	artille 989	51

Overall in the Naval War College study as well as several Army studies, the men support women in leadership and command positions; however, in all cases their support was not nearly as strong as that of the women, for other women. The main area in which women and men disagree on command and leadership is in the area of combat. Men have a strong stance against women in direct combat and this is emphasized even more by their seemingly favorable stand on the other aspects of women in command and leadership roles.

The positive attitude of women to female leadership abilities may be viewed as conflicting with Megargee's research showing that sex role conflict inhibits the manifestation of dominance. However, the military studies show us female attitudes, they do not test if these attitudes would be manifested in actual performance. Also, we are not able to determine if females in the military are considerably more self confident in leadership and non-traditional roles than most women in our society. While this is likely, we have no proof at this time. However, even if this is true, Horner's research on "fear of success" demonstrates that even women with a high need for achievement were afraid to succeed. This built in cultural inhibitor may tend to degrade performance even in apparently self-confident women who may have sought out the military in an effort to meet their need for achievement.

In the WITA evaluation research effort, perceptions of female leadership ability varies only slightly between men and women. However, it was noted that there was a less positive response in male perceptions of female leadership ability (see Figure A.4.2.5).



Percent Soldiers Who Perceived Leadership as a Problem.

Wartime Peacetime

Figure A.4.2.5. Soldiers Perceiving Leadership as a Problem.

An interesting, but inconclusive observation is the relationship between perceptions of leadership ability versus experience working for female leaders. In the WITA interviews with various chains of command in CONUS and overseas, we found that the more experience a subordinate had working for female leaders, the less positive he was in his confidence with women as leaders. This observation was not borne out in an analysis of the WITA questionnaires. In the WITA questionnaires, experience with female leaders resulted in virtually no change, or a slightly more favorable attitude in female leadership ability.

The distinctive difference between the interview and the questionnaire was its sample base. The interviewees were chain of command members while the questionnaire sample was based on the respondent's MOS. The demographics of the two survey populations could lead us to hypothesize that younger soldiers are more receptive to women in leadership roles. The WITA research effort did not attempt to prove that hypothesis, and is therefore insufficient in scope to fully address the questions. However the proposition as an observation is not without precedence. REF-WAC 77 cited the reluctance of NCOs toward acceptance of female soldiers. asorthe one some fine when we but an ifter agreem and to the property of the contract tracks in

of the gent till test that tomaths to their charter consist ties and the dents. But heave agreet that waden are not treated with proper respect of erca syst of appropriate a partition and are in the green, and the

catena wanter or ownstawa sail yest

It should also be noted that there is a significant degradation of confidence by males in female leadership within a hypothesized combat environment versus the peace time situation. These perceptions may ultimately prove baseless or in fact true, but the potential for problems stemming from a lack of confidence in one's leader when entering a combat environment could be substantial. Increased successful utilization of female leaders in field exercises as well as garrison situations should mitigate against this unfavorable perception. One of the keys to this is training of all female soldiers in combat tactics related to their branch employment, and in the techniques of living in the field. The female leaders and soldiers now entering the Army are receiving training in these skills along with their male counterparts; however, most women already in the system have had substantially less training and experience in these areas than the men. Well designed, organized training of this nature would be extremely valuable toward the goal of equal utilization of women, under all conditions, with their male counterparts.

Leadership and Management

Leadership plays an instrumental role in male acceptance of women in non-traditional jobs, female self-image, and equity of opportunity and responsibility. Both MAX-WAC (1977) and REF-WAC (1977) found no significant loss of unit effectiveness from test percentages of women content. But, both tests did pinpoint fundamental problems related to leadership. In some cases, women are treated as unique when they should be treated as equal to their male counterparts. In other cases the peculiar needs of women have not been recognized.

"The performance of women - possibly more so than men - was affected by leadership and management policies. Leadership and management problems were widespread among the units observed and appear to be the underlying causes of most problems involving women in the Army." (Beckwith 1977)

A serious problem in this area, and often a roadblock to effective leadership and management, is bias. Bias with respect to women tends to run the range from protectionism, to preferential treatment, to hostility. An attitudinal survey conducted at two Army posts in 1977 (Foley, 1977) revealed that the majority of the women felt they were given equal opportunities with males in their units, and could do their assigned job satisfactorily. However, when it came to questions of bias and special treatment, 44% of the women felt males in their unit were prejudiced against them in the work environment. On the other hand the vast majority of the men, 71%, felt that females in their unit received special treatment. Both sexes agreed that women are not treated with proper respect as soldiers. Nearly half of the men indicated a willingness to have more females assigned to their unit.

- a. Do you feel you are given equal job opportunities with males in your All the Adopting the selections of Printer
- 1. Yes 55%
 2. No 32%
- b. Do you feel males in your unit are prejudiced against you in work activities?
- 1. Yes 44%. we fund then the many many countries and the sort facts and read follower the participation and lightening and to senance
- No 36%
- Do you feel males treat you with proper respect as another soldier?
- Yes 37%
- 2. No 44%
- ons ar reprent head figurate ad or energy to d. Do you feel females in your unit can do their assigned job satisfactorily? and parterium Label to Court of the second to the

the strunger ractors, reas of surgests, strunger to the same

in degrees, same and collecting. These are areas one assertion of factual incornation as to the margasians of

- 1. Yes 55%
- 2. No 28%
- e. Do you feel that females in your unit get special treatment just because they are female?
- Yes 77%
- No 17%
- ment unique and warp are coasto that Lamarant. As a soldier would you want more females assigned to jobs in your unit?

protected appropriate and the enterior of the control of

LA CONTA PROPERTY SALE ALL AND A CONTRACT AND STREET

- espitant is some and party and the south postupus towies of bostons Yes 46%
- No 35% to our to free terment we as sandy special different than from
- Do you feel the male soldiers in your unit treat the females with proper respect as soldiers?
- Yes 38%
- 2. No 47%

Many of the biases can be attributed to societal sex role stereotyping. O'Leary (1974) refers to society as assigning particular characteristics to males and females for the purpose of enhancing performance in traditional sex roles. Analysis of those characteristics reveal those most valued in men to be: competency, including items such as objectivity, skill in business, and decision making ability. Female valued traits were in the areas of warmth and expressiveness. The conclusion is that society's "ideal" female does not possess male valued traits.

An additional source of bias, and one of particular interest to the Army because of its potential for correction, is that caused merely by lack of knowledge or misinformation. This area includes physical capabilities, menses and hygiene, and stress. REF-WAC 77 cited a general NCO attitude that although women performed well in their MOS tasks, most supervisors didn't want women around. The reasons they cited most often were strength factors, risk of exposing women to combat, and added problems in hygiene, sanitation, and billeting. These are areas where the general distribution of factual information as to the limitations, or lack thereof, needs to be accomplished in order to change the beliefs and behaviors of supervisory personnel. A complete discussion of the major issues cited above are presented in Chapter 2, paragraph 2.3.4.4.e (menses and hygiene) and paragraph 2.3.4.2.b (physical capability).

To further estimate the impact of perceptions on leadership and based on these perceptions hypothesize the impact of complete and effective integration of women in the Army, the WITA evaluation examined the attitudes of leaders in the field and at NCO and officer professional development schools. The results, while not pessimistic, are not totally reassuring toward the goal of effective leadership and management of women soldiers (see Figures A.4.2.2 through A.4.2.5).

A closer look at comments by the respondents attending Command and General Staff College can give additional insight into the depth of the problems of leading and managing female soldiers. Blatant bias, sincere concern, and ultra-liberalism can be seen in the comments. This demonstrates the problem with attempting to find quick solutions for issues generated by values acquired through a life socialization process which did not traditionally include women as an integral part of the military.

Server the section and the section of the section

STATE OF THE

Representative CGSC Student Comments

AGE	SEX	RANK	SP	YRS SVC	COMMENT
37	M	04	11	15	"Sex and combat don't mix but men & women always do".
33	Μ.	U4	48	11	"Would be an asset if attractive".
33	М	U4	14	11	"They should be excluded".
33	M	u4	11	11	"Women should be kept in administrative jobs".
33	M	U4	12	11	"Don't belong".
39	M	U5	92	16	"Too many women get more than their fair shake simply because they are female".
35	M	U5	11	18	"Employ women in Army only for clerks, secretaries, radio control, and hospital work."
37	М	U5	47	15	"Should <u>not</u> be in the combat zone".
30	M	U4	91	11 (08) 807 70	"Change cultural habits <u>then</u> integrate women into the Army".
36	M	U4	12	14	" some exceptionally strong/masculine women could perform, but no <u>lady</u> would".
34	M	U3	74	12 12 10 10 10 10 10 10 10 10 10 10 10 10 10	"I have known many women in the Army in social situations and respect their professional ability however, I would not want them in my unit".
37		U4			"If a person meets the skill qualification for a job and wants to do that job, let them do it - fill the job based on the individual and stop all the generalization bullshit about women as a group. It is also apparent that the Army doesn't know the requirements for job positions".
34	M	U4	11	as it is a second	" women can perform the task. The problems are social and psychological. Let's modernize".
38	M	υ4	13	14 mm.	"I feel that some women can do the job as well as some men and sex should not be a factor in assignment".
35	H	U4	91	16	"The only real limiting factor is our crippling perceptions of what a woman can and cannot do and these perceptions are not only those which the men have, but the self perceptions women have. Overcome this and they can do anything".

33 M U4 25 15

"Physically a 98 lb woman can right a war as well as a 98 lb V.C.".

40 M U4 11 16

"There is no reason save cultural tradition why women cannot perform any task men can. I cannot lift as much weight as an olympic weight lifter, but I can handle myself and jump from airplanes. Women can too. If present day women do not seem as physically capable as men it is solely due to the culturally prescribed child upbringing. In fact physically, mentally and emotionally they have the capability and potential to perform well even as infantry in combat".

A further examination of leadership was obtained by an ADMINCEN (WITA) sponsored Senior Officer Leadership Seminar in Leesburg, Virginia, 24-27 January 1978. While some uniquely female problems were identified, most problems surfaced encompassed both men and women. Albeit, the problems may have been exacerbated by the influx of women into a traditionally exclusive male domain. The first major problem surfaced by the seminar was that of the perceived role of women in the Army. The concensus was that there is a general perception, that women are not an integral part of the total military force. There exists the notion that women are spectators and part time help--second class soldiers--because they will be withdrawn at the outbreak of hostilities.

Additional leadership concerns identified by the seminar were: the absence of clear DA guidelines concerning personal and professional conduct; the need to insure that equal standards are institutionalized; the need to insure equity in distribution and utilization of all soldiers; the unfavorable impact of pregnant service members on force readiness; the potential non-deployability of sole parents; and the need for child care facilities for sole parents in the event of deployment. The basis of all the problems identified were related to leadership.

MAX-WAC 77 found that, "Leadership, training, morale, and personnel turbulence were perceived by company officers and evaluators as having a greater effect on unit performance than the percent of enlisted women in the company." Among their conclusions were, "Enlisted women appeared to do better in units where they were treated as equals and the leadership was supportive."

The message from the Leadership Seminar and MAX-WAC 77 is clear. Knowledgeable leadership will go a long way in solving many of the problems the Army is experiencing in expanding the role of women.

or another program of the set the production and

trum of the and that the tall and the

Of interest and importance and heightened by the increased integration of women within the Army, is group dynamics; the effect of the alteration of sex composition on the group dynamics, and the mitigating impact leadership can play on this issue.

Binkin and Bach (1977) examined the importance of group relationships in the introduction of females into non-traditional, male dominated groups. "... the implications of introducing women into military units previously dominated by men raises a new set of issues; in addition to individual physical and aptitude considerations, it is necessary to consider group behavior." They further state that research indicates that the performance of mixed sex groups may be sensitive to the composition of the mix. As long as women are in the minority, men will continue to view them according to preconceived stereotypes and to fulfill their own need to project the male image. This would tend to isolate women, keep the male group in conflict with them, and thus reduce overall group productivity.

Other research has studied sex composition of groups (e.g., all of one sex versus mixed) and its affect on the performance of the subjects. Tuddenham, MacBride, and Zahn (1958) found that conformity by male and female subjects varied as a function of sex composition of the groups. Hoffman and Maier (1961) found that females did much better on a problem solving task in mixed sex groups than in all female groups. Shomer and Centers (1970) "concluded that individuals' responses on attitude questionnaires may be influenced by factors merely present in the group setting without any specific arousal of the salience of group membership." In their study there was no verbal interaction among group members, nor any reference to group membership. A clear effort of group composition was found for the responses of male but not female subjects. Groups of all male subjects were the most chauvinistic; groups of all males except for one female were the most profeminist; and mixed sex groups were in the middle.

Ruble and Higgins (1976) further explored the effects of the mere presence of particular sex composition on sex role related responses. The self-concept responses of each individual were coded as stereotypical male or female, according to the criteria used by Broverman, Vogel, Goverman, Clarkson, and Rosenkrantz (1972). On the average, the sample described themselves in an androgynous manner. The most significant finding was that the sex composition of the group had a clear impact on the extent to which male versus female stereotypes were included in self descriptions. The way men and women perceive themselves may be affected by very subtle differences in group content. Membership in a group where everyone else is of the opposite sex may especially heighten sex role awareness.

the sen to the the total on the total be grown by and the total and the tenths.

Binkin and Bach (1977) discuss the hypothesis of male bonding, particularly in matters involving the control of interterences to social order, such as politics, war, and police work. This hypothesis implies that in matters pertaining to organized aggression "not only will males and females reject other females as potential leaders and defenders, but that males will reject females as colleagues." If this is an accurate portrayal it could affect combat units. Military organizations, particularly those elite units closely associated with a machismo image (such as airborne and ranger units), tend to attract individuals because of that image. The type of volunteer might change if women were introduced, pernaps disrupting group cohesion and, hence, combat effectiveness. Coates and Pellegrin (1965) cite the common references in anthropological literature to recruit training of men as a rite de passage and the analogies drawn from culture in which entry into the highly regarded warrior class involves rigid training and arduous ordeals for the youthful aspirant undergoing cultural shock.

Additional areas of interest are the possible effects of social alliances and sexual pairings on unit performance. Integration studies at Yale and Princeton Universities found generally that, while the ideal mix was not suprisingly half and half, social problems were less likely to develop when the ratio of men to women was lower than three to one. Above that threshold, researchers state that some women tended to assume a superwoman role and make more male friends than they normally would, while men tended to socially reject them as inferior.

Kanter (1977) examined boundary heightening in mixed sex groups where there exists a majority-minority relationship. Polarization or exaggeration of the minority's attributes in contrast to those of the dominants set a second set of dynamics in motion. The presence of a minority makes dominants more aware of what they have in common at the same time that it threatens that commonality. It is often at those moments when a collectivity is threatened with change that its culture and bonds become evident. Only when an obvious outsider appears do group members suddenly realize their common bonds as insiders. Dominants thus tend to exaggerate both their commonality and the minority's difference, moving to heighten boundaries of which previously they might not even have been aware.

The conclusion drawn, after researching the current literature, is that the introduction of women into previously all male groups will alter the dynamics and affect the performance of that group. What is less clear however, is what will actually take place in the interaction between the members and what affect this will have on their performance. The missing variable in the equation is leadership. The leaders who will meet the types of problems addressed above and in the Senior Officer Leadership Seminar must find effective solutions within the context of his/her mission and environment.

CUNCLUSIUNS.

- a. While the WITA survey data does not evidence great concern regarding female leadership ability, the literature reflects significant concern.
- b. Group studies show men tend to dominate in groups and both men and women tend to prefer male leaders without recognizing and providing for the need for resocialization of values and perceptions.
- c. Increasing the number of women in leadership roles may have a negative impact on the overall effectiveness of Army leadership.
- d. The performance of women is affected by leadership and management policies more than their male counterparts.
- e. Bias, resulting in preferential or hostile treatment, inhibits the proper utilization of women in Army units.
- f. Men express significantly less favorable attitudes toward women assuming a military role in a combat environment versus incumbency in the same role outside the wartime context.
- g. Many women need additional training in weapons, tactics, and the techniques of living in the field.
- h. The introduction of women into previously all male groups will alter the dynamics and affect the performance of that group.
- i. Knowledgeable leadership can mitigate against the problems associated with the integration of women into non-traditional roles and units of the Army.
- j. The lack of female role models in leadership positions, at both the NCO and officer level, impacts negatively on development of women as leaders.

RECOMMENDATIONS.

- a. That the programs of instruction of TRADOC professional development courses contain a segment of instruction on leadership and managerial considerations pertinent to women in the Army to include: discussion of the female physiology; male reaction to women soldiers and leaders; policies concerning assignment opportunities and restrictions; and social relationships between men and women in the Army.
- b. That human relations instruction give added emphasis to relationships between soldiers of opposite sex.

- c. That women receive instruction in basic tactics and techniques for living in the field through officer and noncommissioned officer training programs, as well as through unit training programs.
- d. That policies and regulations be reviewed to eliminate dual standards for men and women.
- e. That, where appropriate, successful female leaders should be encouraged to move into non-traditional skills which are now opening to women, to provide role models for younger female soldiers.
- f. That the potential effect of the introduction of women into elite, all male units (e.g., airborne, ranger, and special forces) be studied.

REFERENCES.

- a. Batts, John H., et al. The Roles of Women in the Army and Their Impact on Military Operations and Organization. Carlisle Barracks, Pa. Army War College, 1975.
- b. Beckwith, William J., Women in the Army REFORGER (REF-WAC 77), ARI, Department of the Army, 1977.
- c. Bennis, W. G., K. D. Bennis, and R. Chin. The Planning of Change. Holt, Rinehart, Winston, Inc., New York, 1969.
- d. Binkin, M. and Bach, S. J., Women and the Military, The Brookings Institution, Washington, D.C. 1977.
- e. Broverman, I. K., Broverman, D.M., Clarkson, F. E., Rosenkrantz, P., and Vogel, S. R. "Sex-Role Stereotypes and Clinical Judgements of Mental Health." <u>Journal of Consulting and Clinical Psychology</u>, No. 34, 1-7, 1970.
- f. Coates, C. H., and Pellegrin, R. J. <u>Military Sociology A Study of American Military Institutions and Military Life</u>. University Park, Maryland. The Social Science Press, 1965.
- g. Foley, Mark, After Action Report Leadership Seminar. ADMINCEN, Department of the Army, Fort Harrison, IN., 1978.
- h. Foley, Mark, An Investigation on Some Relationships Between Urganizational Climate, Career Expectations, and Job Satisfaction in the Military. North Carolina State University, Raleigh, N. C., 1977.
- i. Foley, Mark, <u>Pro-Life Report</u>, Fort Bragg, N. C., XVIII Airborne Corps, Department of the Army, 1977.
- j. Fox, Eugene A., The Final Report of the Women in the Army Study Group, ODCSPER, Department of the Army, Washington, D.C., 1977.

- k. French, L., and Lesser, G. S. "Some Characteristics of the Achievement Motive in Women." <u>Journal of Abnormal and Social Psychology</u>, No. 68, 119-128, 1964.
- 1. Frieze, I. H., S. J. Ramsey, "Non-verbal Maintenance of Traditional Sex Role," <u>Journal of Sociological Issues</u>, No. 3, 133-141, 1976.
- m. Goldman, N. L. and Segal, D. R: <u>The Social Psychology of Military Service</u>. Sage Publications, Beverly Hills/London. 1976.
- n. Hays, S. H., W. N. Thomas. <u>Taking Command</u>. Stackpole Books, Harrisburg, Pa., 1967.
- o. Hoffman, M. L., "Personality and Social Development." Annual Review of Psychology, 295-321, 1977.
- p. Horner, M. S. "Toward an Understanding of Achievement -Relating Conflicts in Women." <u>Journal of Sociology</u>. No. 28, 157-75, 1972.
- q. Jacobs, T. 0.0. <u>Leadership and Exchange in Formal Organizations</u>. Humrro, Alexandria, Va., 1971.
- r. Johnson, Paula, "Women and Power Toward a Theory of Effectiveness." Journal of Social Issues, No. 3, 1976.
- s. Kanter, Rosabeth M., Some Effects of Proportions on Group Life: Skewed Sex Ratios and Responses to Token Women, American Journal of Sociology, 1977, No. 5, 965-990.
 - t. Kidd, J. R. How Adults Learn. New York, Associated Press, 1959.
- u. Knowles, M. and Knowles, H. <u>Introduction to Group Dynamics</u>. Association Press. New York. 1959
- v. Liberman, Seymour. "The Effects of Changes in Roles on the Attitudes of Role Occupants," "Human Relations Vol 9, 385-402, 1956.
- w. Lippitt, R., J. Watson, and B. Westley, The Dynamics of Planned Change. Harcourt, Brace, and World, New York, 1958.
- x. Lockheed, M. E. and Hall, K. P., "Conceptualizing Sex as a Status Characteristic: Applications to Leadership Training Strategies." <u>Journal of Social Issues</u>, No. 3, 1976.
- y. Margaree, Edwin I., "Influence of Sex Roles on the Manifestation of Leadership," Journal of Applied Psychology, 1969, No. 5, 377-382.
- z. McClelland, D. C., Atkinson, J. W., Clark, R. A., and Lowell, E. L. The Achievement Motive. New York, Appleton-Century-Croft, 1953.

KRLEW MAR

- aa. U'Leary, V. E. "Some Attitudinal Barriers to Occupational Aspirations in Women." <u>Psychology Bulletin</u>, No. (1, 809-26, 1974.
- bb. Parsons, Talcott. The Social System. The Free Press, New York, 1951.
- cc. Ruble, D. N. and Higgins, T. E., "Effects of Group Sex Composition on Self-Presentation and Sex-Typing," <u>Journal of Social Issues</u>, 1976, No. 3, 125-164.
- dd. Savell, J. M. and Collins, B., Soldiers' Attributes of Contemporary vs Traditional Sex-Role Attributes to Themselves and to Others. U.S. Army Research Institute for Behavioral and Social Sciences. 1975.
- ee. Savell, J. M. and Woelfel, J. C. <u>Attitudes Concerning Job Appropriateness for Women in the Army</u>. U.S. Army Reserve Institute for Behavior and Social Sciences. 1975.
- ff. Segal, D. R. and Woelfel, J. C. <u>Interacting With Women:</u>
 <u>Interpersonal Contact and Acceptance of Women in the U.S. Army.</u>

 Research Institute for Behavior and Social Studies. 1976
- gg. Sichel, T. L. et al., <u>Women On Patrol</u>, A Pilot Study of Police Performance in New York City, LEAA National Criminal Justice Reference Service, Rockville, Md., 1977.
- hh. Stouffer, S. A. et al., The American Soldier, Comput and Its Aftermath. Princeton University Press, Princeton, N. J., 1949.
- ii. Strauss, G., and L. Sayles, <u>Human Behavior in Organizations</u>, Prentice Hall, Englewood Cliffs, N. J., 1960.
- jj. Treadwell, Mattie E. <u>United States Army in World War II</u>. <u>Special Studies</u>. The Women's Army Corps. Washington Office of the Chief of Military History, Department of the Army, 1954.
- kk. Truddenham, R. D., MacBride, P., and Zahn, V. "The Influence of the Sex Composition of the Groups upon Yielding to a Distorted Group Norm." Journal of Psychology, No. 46, 243-251, 1958.
- 11. Turner, Ralph H., "Role-Tasking Process Versus Conformity," in Arnold M. Rose, ed., <u>Human Behavior of Social Processes</u>: An Interactionist <u>Approach</u>, Houghton Mifflin Company, Barton, 22-27, 1962.
 - mm. U.S. Department of the Army, The Army War College, <u>USAWC Study of Leadership for the Professional Soldier</u>. Carlisle Barracks, Pa., 1971.
 - nn. U.S. Department of the Army, FM 22-100, Military Leadership. Washington, D.C., 1973.

oo. Woelfel, J. C. and Savell, J. M. A Preliminary Version of a Scale to Measure Sex-Role Attitudes in the Army. To Behavioral and Social Sciences. 1976.

pp. Zellman, G. L., "Role of Structural Factors in Limiting Women's Institutional Participation," <u>Journal of Sociological Issues</u>, No. 3, 33-40, 1976.

APPENDIX B

This appendix contains the details on the background, development, and analysis of the interviews conducted as a part of the evaluation. Contents are indicated below:

ANNEX	TITLE	PAGE
1	MOS/Specialty Questionnaire	B-1-1
2	Background on Development of Questionnaire Survey	B-2-1
3	Statistical Guide for Questionnaire Survey	B-3-1

A	NA	·E	v	1

NO	MOS/SPECIALTY QUESTIONNAIRE		
	BACKGROUND DAT	A The second control of the second control o	
INSTRUCTION	S: Flease answer the foll when instructed. Than	owing questions about yourself	
(Fill in or	circle as appropriate)	The state of the s	
1. Your Age: II	-16		
	male		
3. Highest leve	14 2. High sch	an high school 4. College gr nool 5. Grad schoo llege	
4. Racial Ident	2. White	derrige stant cared the other	
5. Marital Stat		Divorced Widowed	
6. Number of ct	nildren living with you:	The state of the s	
7. Military Rai		3. W	
8. Your Duty M	OS/Specialty:	activative in the activate the activate	sveri sveri
9. Months in a		and the research of the	623
10. Assigned U	nit (code):	reservable to a comment of the comme	
11. Type Unit		Anagra the efficiency assemble est.	
12. Years in M	ilitary Service:	orien non profita wipe nit nited b - stance of a manifement of book b	
13. How many m civilian j	onths have you been supervob? 31-	ised by a women in a military or 32	
14. How many m	onths have <u>you supervised</u>	a women in a military or civilia	
15. How many m	onths have you <u>worked toge</u> 35-36	ther with a woman soldier?	S WAY
16. Are you wo	rking in the MOS/Specialty	for which you were $\frac{\text{trained?}}{37}$ 2	. Ye
If No, 1n	what MOS/Specialty were yo		140 TS

13.

- WHEN INSTRUCTED GO TO OTHER SIDE -

	Duty MOS/Specialty is		Peace Time				War Time in Combat Zone			
	Instructions									
eval the indi by c	on are a series of statements about women. You are to wate the above duty MOS/Specialty and determine how statements apply to this MOS/Specialty. Please indicate how much you agree or disagree with each statement circling the appropriate number next to the statement wer once for peacetime and once for wartime. It is present that you give your honest opinion. In general women	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree	Agree	Disagree	Strongly Disagree	
1.	Have the strength for this job	. 1	2	3	4	1	2	3	4	
2.	Are physically big enough for this job	. 1	2	3	4	1	2	3	4	
3.	Have the required hand or grip size	. 1	2	3	4	1	2	3	4	
4.	Have the necessary physical coordination	. 1	2	3	4	1	2	3	4	
5.	Have the required arm or leg length	. 1	2	3	4	1	2	3	4	
6.	Have the physical endurance required	. 1	2	3	4	1	2	3	4	
7.	Can work well during female periods	. 1	2	3	4	1	2	3	4	
8.	(48) (17) Would be effective even if they become pregnant	. 1	2	3	4	1	2	3	4	
9.		. 1	2	3	4	1	2	3	4	
10.	Are <u>not</u> likely to be on profile any more than men	. 1	2	3	4	1	2	3	4	
11.	Are able to maintain emotional control in job	. 1	2	3	4	1	2	3	4	
12.	Are able to work effectively under stress	. 1	2	3	4	1	2	3	4	
13.	Have the necessary self-confidence	. 1	2	3	. 4	1	2	3	4	
14.		. 1	2	3	4	1	2	3	4	
15.	Can gain the respect of fellow team members.	. 1	2	3	4	1	2	3	4	
16.	Have the necessary aggressiveness	. 1	2	3	4	1	2	3	4	
17.	Have the mechanical ability required	. 1	2	3	4	1	2	3	4	
18.	Have the necessary skills and experience	. 1	2	3	4	1	2	3	4	
19.	Mould make the same effort men would	. 1	2	3	4	1	2	3	4	
20.	(60) (29) Mould have no problems with female self image	. 1	2	3	4	1	2	3	4	
21.	Have the necessary leadership skills	. 1	2	3	4	. 1	2	3	4	
22.	Can avoid the problems of sex fraternization	. 1	2	3	4	1	2	3	4	
23.		. 1	2	3	4	1	2	3	4	
24.		. 1	2	3	4	. 1	2	3	4	
25.	사용하다 하면 가게 다른 이 사이는 아픈 아픈 그는 내가 가지 않는데 하는데 하는데 하는데 하는데 하는데 하는데 하는데 하는데 하는데 하	. 1	2	3	4	1	2	3	4	
26.		. 1	2	3	4	1	2	3	4	
27.	Please add any comments about women in this job not cov	ere	d at	OVE	:					

Annex 2

os Artinit va risustavas and avramentičnih i zbuganoga patrika A. p. ez nama ka užilitek algano lieupoveni algani no nastitao est zibere Diomonia est nama 28. – 2002 imas algani algani ištitao algani ištitao algani e ana nova zina se nama nagrana na nagrana na sebelungi po pa prijevala

the state of the confidence of the top the state of the s efficiently, to indicate the aborto of whe panet of raid that or some

symptom and the transportation of the dependence as transport of the regiment Charles of the senset of service working and the best first their

out no beaut court from to particular equi estambilità del estambilità del composito del composito

VOR BE DOLL

one on interaction with the contraction of the cont reverse a strike to more the all hard allowers of extensions Trade to the All State and the control of the contr and the standard with a little same party and the same same same and the same as de assertans faitheren bre astro da parte () / (* catserent) / At

towns, in surveyor, as this bay out the open connected at the

Background on Development of Questionnaire Survey

E TREATMENT OF THE MENT OF THE PROPERTY OF THE

Jati Prepared by Prepared by: Dr. James Sampson and CPT Gary Ferchek as members of the Directorate for the Evaluation of Women in the Army

tyle enlighted your and at daton to bette

he con early stanishs but benseent energy and ne

Background on Development of Questionnaire Survey

1. Purpose.

- a. A 26 item anonymous questionnaire was developed by EWITA to assess the opinion of military personnel on the ability of women to perform specific Army jobs. The items cover issues which are commonly thought to be problems for women in traditionally male jobs and are a series of 26 statements that give physical, medical, psychological, social and managerial reasons women can do the respondent's job. If the respondent disagrees with any statement it indicates that he(she) thinks women, in general, would have difficulty doing the job for that reason.
- b. There are two purposes to the questionnaire: First, to suggest what aspects of a job may pose problems for women and secondly, to indicate the degree of acceptance or rejection of women in a given job by the incumbents. Thus the data are to provide supplemental information to the objective assessment of job requirements (objective 1) and to the review of the literature on all major issues of women in the Army (objective 4).

2. Development.

The questionnaire was pre-tested at Fort Hood, Texas on 404 respondents during 26-28 Sep 77. Two forms of the questionnaire were printed, one with positively stated and one with negatively stated items. In addition to filling out the questionnaire, a selected number of men and women (n=51) were interviewed and asked to make constructive comments on the questionnaire. Results indicated that for both male and female respondents, the negative form elicited a more positive response. Based on written comments the negative form was perceived to be a questionnaire "against women" and the response was an attempt to counteract that bias. The positive form elicited no such reaction, and therefore, was used as the final version. Most respondents were positive about the questionnaire because they thought it covered most issues in a concise way.

3. Target Populations. Initial plans called for administering the questionnaire to individuals in all Army MOS/specialties. However, the magnitude of evaluating all MOS soon became apparent. In order to focus the effort, a list of MOS/specialties which were open but potential candidates for closing or closed and potential candidates to be opened were prepared for analysis (see below).

4. He thod.

- a. Sampling Procedures.
- (1) Initially, 63 MOS/specialities were selected. Later this number was required to 59 since there were no incumbents in four of the MOS/specialities. The list of selected MOS/specialties, survey population sizes, the sample sizes obtained, and the achieved levels of contidence are given in Tables B.2.1., B.2.2. and B.2.3. (See the Statistical Guide--Annex 3, Appendix B.)
- (2) In order to insure the desired confidence level, the sample solicited was twice that required to allow for such things as outdated SIDPERS rosters, nonavailability of individuals, and other reasons. Where the number of individuals in an MOS/specialty was small, a 100% sample was taken.
- (a) The geographic locations used for the questionnaire survey were determined on a non-random basis as follows:
 - 1. Locations scheduled by EWITA for observations or interviews.
- Locations which had a high density of MUS/specialties of concern (e.g., Ft Sill).
- 3. Locations which had to be included in order to obtain a 100% sample in the smaller populated MOS/specialties (e.g., Summit 15, Alaska).
 - (b) A list of surveyed locations is given in Table B.2.4.
- (c) For each MUS/specialty, the total number of individuals surveyed at any location was done on a proportional basis. For example:
- 1. If a certain MOS/specialty has an Army population of 10,000, the required sample size is 370 (see Annex 3, Appendix B). The target sample size is 740 (370x2). The population in this MOS/specialty at the identified locations for our survey is 7,400. Since Ft Sill has 1,480 in this MOS/specialty (20% of 7,400 located), 20% of the target sample (148) were selected from Ft Sill.
- 2. Systematic sampling was used for the larger MOS/specialties. Based on the format of the SIDPERS rosters, this is a valid and práctical technique. For example, 148 names had to be selected from the 1,480 at Ft Sill. A name would be picked at random from the first 10 names on the roster; thereafter, every 10th name would be selected.

200

MUS	PUSITION TITLE	POPULATION SIZE	OBTAINED SAMPLE	LEVEL OF CONFIDENCE PERCENTAGE
12B	Combat Engineer	10327	358	95
12C	Bridge Specialist	1639	227	90
12E	Atomic Demolition Specialist	629	94	71*
12Z	Combat Engineer Senior Sergeant	557	44	51*
13B	Cannon Crewman	19084	559	95
13E	Cannon Fire Direction Specialist	4378	250	90
13W	Cannon fire Direction Specialist	4378	28	47*
13Y	Cannon/Missile Senior Sergeant	587	140	82
137	Field Artillery Cannon Sr Sergeant	160	57	65*
15B	Sergeant Missile Crewman	19	17	79
15D	LANCE Missile Crewman	1393	204	88
15E	PERSHING Missile Crewman	1233	121	75
15F	HONEST JUHN Rocket Creman	311	68	65*
15J	LANCE/HONEST JOHN Opns/Fire Direction Spec	014	22	47*
16B	HERCULES Missile Crewman	214 1445	33	
160	HAWK Missile Crewman		142	79
160	HAWK Missile Crewman	780 1925	84	67*
16E	HAWK Fire Control Crewman	THE RESIDENCE OF THE PROPERTY OF THE PARTY O	308	94
16P	ADA Short Range Missile Crewman	1226 4634	211	89
16R	ADA Short Range Gunnery Crewman	2849	288 230	92
17K	Ground Surveillance Ragar Crewman	1855	216	88 88
31M	Multichannel Communications	A CO NAME OF		
240	Equip Opr	5565	258	90
36C	Telephone Installer & Lineman	4412	338	94
45K	Tank Turret Repairman	845	154	83
55B	Ammunition Specialist	1992	249	91
63B	Wheel Vehicle Mechanic	10677	352	94
67N	Utility Helicopter Repairer	3608	352	95
76Y	Unit/Organization Supplyman	17099	366	95
82C	Field Artillery Surveyer	2602	306	94
	TOTALS	106423	6U54	rings out "

NOTE: Level of confidence percentages with an asterisk (*) were regarded as too low for use in the evaluation.

Table B.2.1. Summary or Questionnaires Administered by Enlisted MOS.

SSI	POSITION TITLE	POPULATION SIZE	SAMPLE	LEVEL OF CONFIDENCE PERCENTAGE
13A	Cannon Field Artillery Officer	2117	309	94
138	Light Missile Field Artillery Officer	104	The second	
13C	Heavy Missile Fiel Artillery Officer	114	66	65*
130	Field Artillery Target Acquisition Off	74	Kirgak as	2818
14A	ADA Officer, General	434	The Land Hill	THE CO.
148	SHORAD Ufficer	276		
14C	NIKE HERCULES Missile ADA Off	147		450
14D	HAWK Missile ADA Officer	159	198	88
14E	SAFEGUARD Ballistic Missile ADA Off	8 8091 7 0 000	ed and tag	11.25
14F	Guided Missile Systems Off	29		
14G	ADA Commang Control Officer	12	1000 10 100 34	CAN HELD
15A	Aviation Officer, General	1823	293	91
25A	Combat Signal Officer	955	150	82
	TOTALS	6251	1016	

NOTE: Level of confidence percentage with an asterisk (*) was regarded as too low for use in the evaluation.

Table B.2.2. Summary of Questionnaires Administered by Officer Specialty.

MOS	PUSITION TITLE	SURVEY POPULATION	NUMBER RESPONDENTS	LEVEL OF CONFIDENCE PERCENTAGE
1UUE	Pilot, AH-16 (Cobra)	512		
100G	Pilot, OH-58 (Kiowa)	357	206	90
100Z	Pilot, Non-standard Aircraft	14		
201A	Meteorology Technician	11		
211A	Field Artillery Radar Tech	36	TEMPER VALENT	10 F 10 36 F
214E	Field Artillery Msl Sys Tech PERSHING	35	32	51*
214G	Field Artillery Msl Sys Tech LANCE	3	and February To the American	
241F	Field Arty Msl Sys Repair Tech, PERSHING	8	10 64 086	1 dg-3
221B	Msl Assembly Tech, NIKE	19	SV ROAD TEN	46.0
222B	AD Ms? fire Control Tech, NIKE	26	cure aggress at their	4.5
223C	AD Ms1 Sys Tech, HAWK	17	100	
2230	AD Msl Sys Tech, Improved HAWK	73	(12) 100 100 100	191
224B	CHAPARRAL/VULCAN Sys Tech	35	} 76	} 72*
251B	AD Msl Sys Repair Tech, NIKE			
251C	AD Ms1 Sys Repair Tech, HAWK	5	and the second s	
2510	AD Msl Sys Repair Tech, Improved HAWK	19		
361A	Fire Distribution Sys Repair Tech	× 300 11 (04)	Jagot Palau (18 July (60) Palau	6 July 2 17.28 1-104
	TOTALS	1190	314	n. s. n. Strut

NOTE: Level of confidence percentages with an asterisk (*) were regarded as too low for use in the evaluation.

Table B.2.3. Summary of Questionnaires Administered by Warrant Officer MOS.

b. Administration of Questionnaires:

- (1) In a majority of cases, the questionnaires were administered in groups at each location by EWITA team members. Standard instructions (see inclosure 1) were read to the selected individuals. In some cases the test control officer for a post was given the questionnaire and instructions and was asked to mail the completed questionnaires. In selected cases, the questionnaires were mailed to individuals with written instructions for completing and mailing (Inclosure 2).
- (2) In addition to the questionnaires directed to personnel in specific NOS/specialties, a number were also administered to students at Command and General Staff College and the Sergeants Major Academy. Data from these latter two sources were used in considering specific issues in objective 4.
- c. Data Processing. The data from the questionnaires were keypunched and processed through SPSS (Statistical Package for the Social Sciences). The analysis was kept primarily to descriptive statistics (frequency counts and percentages); the items were rank ordered on the basis of amount of disagreement. Further statistical analysis was done by hand (see Annex 3, Appendix B). Descriptive statistics, by major groupings, including the background on each sample is given in Annex 1, Appendix A-1.

5. RESULTS.

- a. Table B.2.3 presents the obtained sample for each MOS/speciality and the achieved level of confidence (see Section II, Annex 3, Appendix B) for the given sample. For this study, the lowest level of confidence accepted was 75.0%. Stricter guidance is usually that nothing lower than 86% be accepted (95% + 9%), however, lower levels have been accepted (e.g., 77% in AR 37-59) and the "acceptable" level is to some degree arbitrary. The nature and purpose of the survey must be considered in each case. Data for MOS/specialties where the confidence level falls below the value were not used in the evaluation but are included in the Annex 1, Appendix A-1 for completeness. Discussion of the results for each MOS/specialty will not be presented here. Rather, a general description on how the data were reduced and now to interpret the reductions will be discussed.
- b. Data Reductions: In preparing MUS/specialty data for objectives 1 and 4, the following was done:
- (1) The percent of the sample who disagreed with each issue was determined by combining the Disagree and Strongly Disagree responses to each statement.

course to more where was on mean only even upsided reads teremod

- (2) The importance of the number of "Disagrees" was determined by computing which percentages were statistically above 33%. (see Section I/II, Annex 3, Appendix B.)
- (3) A summary of the essential data for each MOS/specialty was prepared and was used by the analysts in completing objective 1. Only the percentages which were significant to the p.u5 level or better were recorded. Thus reviewers for objective 1 could see at a glance which issues were perceived as problems for women in each job.
- (4) Data were also organized by issue for reviewers of objective 4. Thus, all significant percentages for each issue (e.g., pregnancy) by sample group (e.g., the different MOS/specialties, or men versus women, or officers versus enlisted) were summarized. These summaries are discussed, as appropriate, under objective 4.

6. Discussion.

- a. Seven of the 29 enlisted MOS surveyed achieved sample sizes too small for analysis (See Table B.2.1.).
- b. Only 3 of the 13 officer specialties sampled achieved sufficient numbers (See Table B.2.2.). Officer specialties with insufficient numbers were grouped as follows:
- (1) Field Artillery (FA) Officers (N=66) (Less 13A) 13B, 13C & 13D. Sample as a group too small.
- (2) Air Defense Artillery (ADA) Officers (N=198) 14A through 14G. Confidence Level as a group 88%.
- c. None of the individual warrant officers returned in sufficient number to permit analysis. Therefore, they were grouped as follows (also See Table B.2.3.).
- (1) Aviation (AVN) Warrant Officers (N=206) 100E, 6 and Z. Confidence level as a group is 90%.
- (2) Field Artillery (FA) Warrant Officers (N=32). Confidence level too low.
- (3) Air Defense Artillery (ADA) Warrant Officers (N=76) 221B, 222B, 223C & D, 224B, 251B, C & D, 361A. Confidence level as a group too low.
- d. Data were grouped by gender to provide information on issues for objective 1.
- e. Data from the Sergeants Major Academy and the Command and General Staff College were also used in the discussion of issues.

7. Conclusions.

- a. Adequate data are available for most of the enlisted MOS, but not for most of the officer specialties, nor for the warrant officer MOS.
- D. A very good sample base exists in overall MOS/specialties to support discussion of the opinion data for the primarily closed MOS/specialties.

Figure (see the contraction and the contract of the contract o

c. The samples from other sources are also quite good as comparative data for the discussion of issues based on current opinion.

INCLOSURES:

- 1. Survey Instructions
- 2. Questionnaire Respondent Letter
 3. Sample of Summany of Character
- 3. Sample of Summary of Questionnaire
- 4. Questionnaire Location

建筑中的中部

SURVEY INSTRUCTIONS

Good morning (afternoon). I'm going to read these survey instructions to you so that each group surveyed will receive the same instructions.

I am _______, a member of a Department of the Army Special Projects Team evaluating women in the Army. In case you haven't been told exactly why you are here today, we are asking you to fill out a questionnaire. The objective of this questionnaire is to determine the extent and capacity in which women can effectively serve in your MOS within the Army. It's essential that you realize the importance of your answers. Our survey team will use the survey findings as part of our evaluation in making recommendations to the Chief of Staff of the Army concerning utilization of Women in the Army.

You will notice in completing the questionnaire that we have not asked for your name, social security account number, or any other personal identification. This is an anonymous questionnaire. We don't want to know who provided any specific answer. We only want to know what answers were given. No one except yourself will know how you, as an individual, answered this questionnaire.

The survey will take approximately 20 minutes.

Please don't talk during the survey administration. We can't even answer any questions because we don't want to influence your answers in any way. This is a scientific survey. We haven't decided for you what your answers should be. When you have finished, you may write in the space provided making any comments you want.

Inclosure 1

PASS OUT THE QUESTIONNAIRE

Let's go over the questionnaire before we begin. On the front side of the questionnaire we have questions 1 through 16; on the reverse side we have questions 1 through 28. Please turn back to the front of the questionnaire and I'll talk you through filling in the demographic data.

Question #1, write in your age.

#2, circle your sex.

#3, circle the highest level of education you attained - if you have a GED equivalency, circle high school graduate.

#4, circle the nearest racial group in which you identify yourself.

#5, circle your marital status.

#6, write in the # of children living with you - if you don't have any children put down a zero.

#7, write in your military pay grade. #1 for enlisted grades; #2 for officer grades; and #3 for WO grades.

#8, write in your duty MOS, if you don't know the MOS #, write the job title.

#9, indicate the # of months you have served in your duty MOS.

#10, write in the unit to which you are now assigned.

#11, circle unit (here the survey administrator can state which type of unit TOE or TDA,

#12, write in your total # of years of active military, including time in other military services prior to entering the Army.

#13, write in approximately how many months you have worked for a woman. If you never worked for a female supervisor, write zero in the blank.

#14, write in the approximate # of months you supervised women. Write zero in the blank if you have never supervised a woman.

#15, indicate the approximate # of months you have worked with female soldiers. If you have never worked on the job with a female soldier write zero in the blank.

#16, circle no if you have not been school trained for your duty MOS, then list those MOS's for which you are school trained. If you are school trained for your duty MOS circle yes and leave the blank empty.

Now turn the questionnaire to page two and please remember to read the directions and each question carefully. Incorrect or carelessly completed questionnaires cannot be analyzed. We don't want to waste your time. We do want to help you voice your opinion.

isostowi is freed Tregowald



DEPARTMENT OF THE ARMY U. S. ARMY INSTITUTE OF ADMINISTRATION FORT BENJAMIN HARRISON, INDIANA 46216

2 December 1977

SUBJECT: Questionnaire on Women in the Army

Questionnaire Respondent

- 1. The enclosed Questionnaire is being used in conjunction with the Women in the Army (WITA) evaluation. The objective of this questionnaire is to determine the extent and capacity in which women can effectively serve in your MOS/Specialty within the Army.
- 2. Approximately sixty (60) MOS/Specialties, which are either closed to women or recently opened, are being analyzed. The questionnaire is designed to be administered to several individuals at a time by a WITA evaluation team member. Teams from this study group have administered this questionnaire at many locations Army wide. However, several MOS/ Specialties, like your own, have relatively small populations in which we are attempting to contact as many incumbents as possible via mail.
- 3. It is essential that you realize the importance of your answers. Our survey team will use the survey findings as part of our evaluation in making recommendations to the Army concerning utilization of women in the Army.
- 4. You will notice in completing the questionnaire that we have not asked for your name, social security account number, or any other personal identification. This is an anonymous questionnaire. We don't want to know who provided any specific answer. Since your MOS/Specialty is lightly populated, your responses and additional comments on the utilization of women in the Army will be greatly appreciated.
- 5. Request you complete the enclosed questionnaire and return it in the self-addressed envelope provided no later than 20 December 1977.

FOR THE COMMANDER:

Inclosure 2

race L'Aberts GRACE L. ROBERTS

LTC, GS

Director, Special Projects

SAMPLE OF ESSENTIAL SUMMARY (QUESTIONNAIRE) DATE: 9 FEB 1978

MOS/SSI: 36C Telephone Installer and Lineman

SAMPLE SIZE: 338 LEVEL OF CONFIDENCE: 94.4%

PERCENT OF SAMPLE WHO THINK ISSUE IS A PROBLEM:

	QUESTIONNAIRE ITEM	BLOCK	PEACE TIME	WAR TIME
1.	"ARE CAPABLE":	4D	51.2	72.5
2.	Physical Issues:	4C		
	Strength		55.0	75.4
	Size		48.2	63.6
	Grip Endurance		48.5	55.6
			59.5	73.6
	Arm/Leg Length Coordination		ns	46.2
	COOPTINATION		ns	ns
3.	Skills:	1D		
	Skills & Experience		ns	57.7
	Mech. Ability		46.4	56.5
4.	Other Significant			
	Issues:	5D		
	Pregnancy		85.5	88.1
	Menses		73.0	81.6
	Toughness		62.8	78.4
	Stress		60.0	73.7
	Hygiene		63.1	73.1
	Should Allow Emotion		53.9	71.3
	Single Parent		50.9	68.6
	Make Effort		49.5	68.4
	Fraternization		49.4 59.8	64.5 64.2
	Self Image		53.9	63.0
	Leadership		41.7	62.7
	Aggressiveness		45.8	62.1
	Profiles		47.0	58.5
	Confidence		ns	51.2
	Team Work		ns	46.1
	Gain Respect		ns	44.4
			A	M. Tarana

All percentages given are significant at p.05 or better.
ns=not significant

	QUES	TIONNAIRE I	LOCATIONS	
Α.	CONUS, Alaska, Hawaii:		В.	Korea
1.	Ft. McClellan, AL		1.	Camp Casey
2.	Huntsville, AL		2.	
3.	Ft. Rucker, AL		3.	Camp Humphrey
4.	Redstone Arsenal, AL		4.	Camp Mosier
5.	Ft. Ord, CA	14 BUARN	5.	Camp Page
	Ft. Carson, CO		6.	Camp Red Cloud
7.	Ent AFB, CO	\$ 15	7.	Camp Stanley
	Homestead AFB, FL		8.	
9.	Ft. Gordon, GA		9.	Komo Ri
10.	Ft. Benning, GA		10.	Nam Yang
11.	Ft. Stewart, GA		11.	
12.	Hunter AFB, GA		12.	Piin Kor
13.	Ft. Riley, KS	2.11	13.	Reno Compound
14.	Ft. Campbell, KY		14.	Seoul
15.	Ft. Knox, KY		15.	Si hung Ni
	Ft. Leavenworth, KS		16.	
	Ft. Polk, LA		17.	Song Dong
	Ft. Meade, MD		18.	
	Malmstrom AFB, MT			
20.	White Sands MR. NM			加州等的规则是为一种
21.	Ft. Bragg, NC			107 (194 Lites
22.	Ft. Sill, OK			
23.	Ft. Bliss, TX			frages rest ness
24.	Ft. Hood, TX			
	Ft. Belvoir, VA			
26.	Ft. Monroe, VA			TO THE PARTY OF TH
27.	Ft. Lewis, WA			914
	Ft. Richardson, AK	3875/#		
29.	Ft. Wainwright, AK			
30.	Point 6N/65, AK			The second second
	Summit 15, AK			WITH DIVE
	Schofield Barracks, HI			

Table B.2.4. Surveyed Locations.

1.000

Inclosure 4

A rection to cursing the littings are neets apparaigned the

acceptance to 48 again a 1702

Ceader big Approspired Archives Confidence Tear was

constant after

jeristinger toeren

E smanisel

		QUESTIONNA	IRE LOCATIONS		
с.	Europe (Germany):				
1.	Adelheide	26.	Furth	51.	Nurnberg
2.	Amberg	27.	Geilenkirchen	52.	Oberauerbach
3.	Ansbach	28.	Giebelstadt	53.	Pirmasens
4.	Aschaffenburg	29.	Giessen	54.	Quirnheim
5.	Babenhausen	30.	Grafenwohr	55.	Ramstein
6.	Balesfeld	31.	Gross Engstingen	56.	Reitscheit
7.	Bamberg	32.	Gross Sachsenheim	57.	Rockenhausen
8.	Barnsdorf	33.	Hanau	58.	Solzwoog
9.	Baumholder	34.	Heidelberg	59.	
10.	Butzbach	35.	Heilbronn	60.	Schwaebisch Gmund
11.	Butzweiler	35.	Herzobase	61.	Schweinfurt
12.	Crailscheim	37.	Hohenfels	62.	Soestbucke
13.	Dallau	38.	Hontheim	63.	Stuttgart
14.	Darmstadt	39.	Illesheim	64.	
15.	Dellbruck	40.	Kaiserslautern	65.	Werl
16.	Dexheim	41.	Kilianstadten	66.	Werth
17.	Dichtelbach	42.	Kirchgoens	67.	Wertheim
18.	Duerendroere	43.	Kitzingen	68.	Wessel
19.	Dunsen	44.	Landau	69.	Wiesbaden
20.	Eschborn	45.	Mannheim	70.	
21.	Frankfurt	46.	Miesau	71.	
22.	Finkenberg	47.	Montabaur	72.	
23.	Finthen	48.	Neckarsulm	73.	Zirndorf
24.	Friedberg	49.	Neu Ulm		
25.	Ful da	50.	Nienburg		
		D.	Europe (Other):		
		1.	Argyroupo, Greece		
		2.	Conselve, Italy		
		3.	Odeszo, Italy		
			Vincenza, Italy		
		5.	Ortakoy, Turkey		

Table B.2.4. Surveyed Locations (continued).

ANNEX 3

Statistical Guide For Questionnaire Survey

Bearaged has access that the larged batter To

Prepared by:
Dr. James Sampson and
CPT Gary Ferchek as
members of the
Directorate for the
Evaluation of Women
in the Army

CONTENTS

SECTION		PAGE
I.	Determining Sample Size for 95% Confidence	B-3-3
11.	Finding Level of Confidence of Obtained Sample Size	В-3-4
111.	Table for Determining Importance of Percentage	B-3-5

Table to a contract of the same that the same to the s

The nest open open and one control and the control and the control and the control and the control of the contr

- I. Determining sample size required for 95% (15) confidence (random sampling).
 - A. Formula:

$$n = N(Z^2) (p (1-p))$$

$$(N-1)(a^2) + (Z^2)(p(1-p))$$

Where:

n = Required sample size

N = Population size

p = Size factor for 50/50 split (.50)

d = Tolerance factor (.U5)
Z = Assurance factor for 95% confidence (1.96)

Thus:

$$n = \frac{N (3.84)(.25)}{(N-1)(.0025) + (3.84)(.25)}$$

$$\frac{\text{(Required sample size)}}{.0025 \text{ (N-1)} + .96} = \frac{.96 \text{ (N)}}{.0025 \text{ (N-1)} + .96} = \frac{.96 \text{ this}}{.96 \text{ Formula}}$$

B. Example: Target population size (N) = 4,412

Required sample size (n) =
$$.96 (4412)$$
 = 353.3 = 353

C. Reference:

DA Pam 600-31, Personnel Survey Attitude and Opinion Development Guide, August 1975.

and a release you also in one hour assisted the 2 real abstract that's

The second of th

- II. Finding level of confidence for obtained sample.
 - A. Formulas and Steps
 - 1. First compute z:

$$z \approx .1$$
 $\frac{n(N-1)}{N-n}$
Use this formula and the one below

Where:

N = Population size

n = Sample size

z = A statistic for computing probabilities*

- Given z, look up cumulative probability value Table A-1, Reference 1. Call table value t
- 3. Compute % confidence as follows:

$$\frac{\text{% Conf}}{\text{Conf}} = (100)(1-(2(1-t)))$$
 Use this formula

B. Example: N = 4412 n = 338

$$z = .1 \underbrace{\frac{(338)(4411)}{4412 - 338)}}_{} = 1.913$$

t = .9719 (Table value for z = 1.913)

 $\frac{\%}{2}$ Confidence = 100(1-(2(1-.9719))) = <math>94.4%

C. References:

- 1. DA Pam 600-31, Personnel Survey Attitude and Opinion Development Guide, August 1975.
- Table A-1, Cumulative Probabilities of Standard Normal Distribution. In Neter, J. and Wasserman, W. Applied Linear Statistical Models, Homewood, IL, 1974.

*This formula for z was derived from the formula for sample size, using size-split, tolerance and confidence factors (see page B-3-3).

- 111. Table for determining "importance" of questionnaire percentage using statistical significance.*
 - A. Assumption for this study: A percentage is important if it is significantly greater than 33% (p<05) (assuming a comparative sample (n) = 384).

B. Guide:

- 1. Whether or not a percentage of respondents is significantly above 33% depends on the <u>number</u> of respondents (sample size).
- 2. Make sure sample size is adequate before attempting significant testing, (i.e., confidence level of at least 75%).
- 3. Significance at p<05 level is less than at the p<01 level. That is, the .05 refers to the probable error in the statistical test indicating a difference.

C. How to use the following table:

数数 数产

- 1. Step one: Determine the number of individuals sampled who "Disagreed" (combine Disagree and Strongly Disagree) with the statement. Call this d.
- 2. Step two: Determine the percentage of total by dividing d by total sample (i.e., d/n = t).
- 3. Step three: Determine if the percentage (t) is equal to or greater than the table value for n (sample size). (p<.05 is sufficient for concluding the percentage is significant).

*Statistical significance is not always synonymous with importance.

TABLE

Percentage which is significantly higher than 33.3% (Baseline = 33.3% assuming n = 384, which is largest sample required for largest population for 95% confidence).

- 1. The following table is derived from Nomograph's (Oppenheim, 1966).
- 2. The value represents the percent required for the given n for each of the 3 levels of confidence (p<.05, p<.01, p<.001). n = sample size.

n =	13	14	15	16	17	18	19	20	21	22	23	24
p<.05	60	59	58	57	57	56	55	55	54	54	54	53
p ≪01	69	68	67	65	64	64	63	62	61	60	60	59
p <. 001	77	7ь	75	74	73	72	71	70	69	.68	68	67
n = tars	25	26	27	28	29	30	31	32	33	34	35	36
P≪U5	53	53	52	52	51	51	51	50	50	50	50	50
P<.U1	59	59	58	58	58	57	56	56	56	55	55	55
p<.∪∪1	66	66	66	65	65	64	63	63	63	62	62	62
n =	37	38	. 39	40	41	42	43	44	45	46	47	48
p<.05	49	49	49	49	49	49	49	48	48	48	48	48
p< 01	55	54	54	54	54	54	53	53	53	53	53	52
p< 001	61	61	60	. 60	60	60	59	59	59	58	58	58
n = .	49	50	55	60	65	70	75	80	83	- 84	85	90
p ≪ .05	.47	47	47	46	45	45	45	45	45	45	44	44
P&U1	52	52	51	51	50	50	49	48	48	48	48	47
P<001	58	57	57	56	55	54	54	53	53	53	53	52

Percentage which is significantly higher than 33.3%

n =	95	100	101	110	111	150	130	140	150	160	162	170
P <. U5	44	. 44	44	44	43	43	43	42	42	41	41	41
p<.01	47	47	47	47	47	46	46	46	46	45	45	45
p≪ .001	52	52	52	51	51	50	50	49	49	48	48	48
n =	180	190	200	208	220	235	240	250	280	300	320	340
p<.05	41	41	41	41	41	41	41	41	41	40	40	40
p<.01	45	45	45	44	44	44	44	44	43	43	42	42
p<.001	48	48	47	47	47	47	47	46	46	45	45	45
n =	360	380										
p<.05	40	40										
p<.01	42	42										
p<.001	45	45										

- U. Example: Given sample size 338. The number of people who disagree (d) = 245 (72.5%). The table value for n = 340 is 45% for p<.UUl. Since 72.5% is larger, it is very significant therefore "important".
- E. Reference: Nomographs for the Testing of Statistical
 Significance of Differences in Oppenheim, A.N., Questionnaire
 Design and Attitude Measurement, NY: Basic Books, 1966.

APPENDIX C

This appendix contains the details on the background, development, and analysis of the interviews conducted as a part of the evaluation. Contents are indicated below:

ANNEX	TITLE	PAGE
1	WITA Interview	C-1-1
2	Background and Development of Structured Interview	C-2-1

ANNEX 1

WITA INTERVIEW

I'm	, a member of a study group tasked by the
Deputy Chief of Staff for P	ersonnel, Department of the Army, to make recommen-
dations concerning the assi	gnment of women in the Army.
We are gathering data f	rom many different sources, one of which is indiv-

We are gathering data from many different sources, one of which is individual interviews, such as this one, from personnel assigned to various kinds of units.

In this interview, I will ask you questions concerning the assignment of women to your present unit. As you answer each question, please keep in mind the many tasks in this unit which may not be related to a specific MOS such as "guard" or other such details.

Your answers will be summarized with the other data, and will \underline{NOT} be associated with you individually. There will be \underline{NO} effect on you personally for the failure to answer any or all of the questions. However, your answers are valuable to us, and we hope you will give us your candid opinion.

Do you have any questions before we begin?

(Data to be recorded by the	interviewer)
Interviewer,	Date, Location
Respondent's: Sex,	Military Grade, Unit
Position (e.g., CO Cdr, 1SG1	T, PSG

I will now read a series of statements about women. Please think about all the kinds of tasks in this unit, and tell me whether you agree or disagree with each statement. I will read the statement, and then ask you if you agree or disagree first considering the Peace Time situation, and then if you agree or disagree considering the War Time in a combat zone. O.K.

			•	Combat Zone	
(Consider <u>Everyone</u> (Male & Female) MOS Qualified) In General Women for any job in this Unit			Disagree	Agree	Disagree
1.	Have the strength		2	3	4
2.	Are physically <u>big</u> enough	_ 1	D. Sil	3	
3.	Have the necessary hand grip	_ 1	2	3	4
4.	Have the necessary physical coordination	1	2	3	4
5.	Have sufficient arm or leg length	_ 1	2	3	4
6.	Have the physical endurance	_ 1	2	3	4
7.	Can, considering menstrual periods, do	_ & 1 °	2	3	4
8.	Would be effective, even if pregnant,	101	2	3	4
9.	Would NOT be limited by requirements of female hygiene	1 1	2	3	4
10.	Are NOT likely to be on profile more than men	<u> </u>	2	3	4
11,	Are able to maintain sufficient emotional control	1	2	3	4
12.	Are able to work effectively under the stress	1	2	3	4
13.	Have the necessary self confidence	1,	2	3	4
14.	Can gain the <u>respect</u> necessary to accomplish	_ 1	2	3	4.
15.	Have the necessary toughness	1	2	3	4
16.	Have the necessary aggressiveness	1	2	3	4
17.	Have the mechanical skill	_ 1	2	3	4
18.	Have the necessary skills and experience				4
19.	Would make the same effort Men would	_ 1	2	3	4
20.	Would have no problems with female self image	1	5	3	4
21.	Have the necessary <u>leadership skills</u>	_ 1	2	3	4
22.	Can avoid the problems of sex fraternization	_ 1	2	3	4
23.	Can perform well even if they are single parents	_ 1	5	3	4
24.	Have the ability to work well in teams	_ 1	2	3	4
	Should be allowed to be assigned	_ 1	2	3	4
26.	Can work effectively	_ 1	2	3	4
-	WILL NOT Manual the work of the male methods	(1) (1) (1) (1)			3 8

(Note:	For each	disagree on	page 2, fill in the following information)
<u>Item #</u>	Garrison/ Field	MOS Involved	Specific Task Comments
	The service day	20 # # 1 2 2 x	CHORSE STREET, STATE OF S
		Tr. Pak	AND THE PROPERTY OF THE PARTY O
		T WAY	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
-	e <mark>s es e</mark> Sue fabre	100 1011 I	The state of the s
		<u> 12 16 17 </u>	24 tipe rests were have applicated to
Tark. 1997-	- (J. 10 - 10 - 10 - 10 - 10 - 10 - 10 - 10		THE MENT NEW PIECE SECTION AND SECTION .
er ann - 1907 75	2 50 E		्रे स्ट्रांस स्थान क्रिक्ट में अन्य क्रिक्ट के स्थान क्रिक्ट के स्थान क्रिक्ट के स्थान क्रिक्ट के स्थान क्रिक् विकास
	40 70 V		
—	and property	ar ossi	A THE CONTRACT CASE STOLEN A PER SER.
	-		The state of the s
u projektije.		85,48	
gride to the second			the state of the s
	124, 07 FeB	eren ræd	**************************************
	14-34-1-1-2	and the same	VIII DANGER DE LA CONTRACTOR DE LA CONTR
falls fair	330% ed 1	Dec 2000s	ne representation of the second of the secon
			THE POSES THE TOT USE SERVICE STRUCT

The following questions are about you. They are designed to enable us to determine how an individuals background affects his/her responses to the questions I asked you earlier.

1.	How old are you?
2.	
3.	What is your ethnic group?
4.	What is your school trained MOS/Specialty?
5.	What is your present duty MOS/Specialty?
6.	If the answer to questions 4 and 5 differ ask: Why are
	you not working in your school trained MOS/Specialty?
7.	How many months have you served in this duty MOS/
	Specialty?
8.	How many months have you been assigned to this unit?
9.	How many months have you been on active duty in the
	Army?
10.	How many months have you been supervised by women in
	the military or in a civilian job?
11.	How many months have you supervised women in the
	military or in a civilian job?
12.	How many months have you worked with women soldiers in
	the same unit to which you were assigned?
13.	How many women are assigned to your unit?
14.	What is the total number of personnel (both men and
	women) assigned to your unit?
15.	Should there be a maximum number of women assigned to your
	unit? if so, how many? why?
ING	STATEMENT -
ie a	ppreciate your candid answers. Your answers will be most h
ina)	ysis. Thank you for your cooperation.

ANNEX 2

BACKGROUND AND DEVELOPMENT OF STRUCTURED INTERVIEW

1. PURPOSE.

- a. At the beginning of EWITA it was decided that the attitudes and perceptions of the male supervisors, already in units when the women were assigned, were significant factors in determining how effectively women would be utilized in those units.
- b. To obtain this information, it was determined that it would be necessary to go to the field and interview selected personnel on a broad range of attitudes and perceptions concerning the feasibility of assigning women to that type of unit. Opinions were sought on all major issues of the evaluation.
- c. In addition, the interview solicited the opinions of incumbent leaders concerning the recommended maximum number of women who could be assigned to each type unit.
- d. The intention of the interview was to provide data to support the original objectives 2, 3 and 4. Based on the change in objectives, the data supports revised objectives 2 and 4.

2. BACKGROUND.

- a. The content of the interview is nearly identical to that of the questionnaire. All the statements developed for the questionnaire were included in the interview form, plus the additional statement about women not being a disruptive element in the unit (see question 27, Annex 1, Appendix C).
- b. The development of interview items was the same as for the questionnaire (Annex 2, Appendix B).
- c. The team of interviewers was given special training as described in paragraph 3b.

3. METHOD.

a. The Interview Form. The interview form differed from the questionnaire as follows:

- (1) The interviewee was given each statement orally by the interviewer.
- (2) The interviewer answered in terms of the unit rather than his/her own job.
- (3) The interviewee was asked simply to agree or disagree to each statement, once for peacetime and once for wartime.
- (4) The interviewer then made additional comments on each item which he/she responded to with "disagree".
- b. <u>Training of Interviewers</u>. Since members of the EWITA were the interviewers, it was necessary to conduct interview training. This training was conducted as indicated at Appendix E.
 - c. Procedures for Selection of Interview Sample.
- (1) Company level units were selected as the unit of analysis since: (a) This was the level of analysis for the overall EWITA effort, and (b) company level supervisors were assumed to be in the best position to make the kind of judgments required on the evaluation issues.
- (2) The interview audience was selected to provide an insight into the attitudes and perceptions of incumbents (supervisors) in a broad cross-section of units. Given the time, personnel, and monetary constraints of the evaluation, it was decided to select at least one of each type TOE unit from the geographical regions of CONUS, Alaska, Panama, Hawaii, Korea, and Europe.
- (3) Since first-line supervisors were the target of the interview, it was decided to interview the company commander, first sergeant, two platoon leaders, and two platoon sergeants in each unit selected. It was further decided to interview the battalion commander of the company level unit selected and the senior female in the battalion, if one was assigned (see Table C.2.1.).

4. RESULTS.

a. In a majority of cases the number of individuals interviewed per unit was too small (Table C.2.2.) to be used as a meaningful indicator.

- b. Grouping by branch gave larger numbers, therefore the data were grouped by type branch (Table C.2.3.).
- c. The summary of the interviews data by branch is presented in Annex 2, Appendix A-2.

5. DISCUSSION.

- a. The proportion of disagrees per interview statement reflected the attitudes and perceptions of the job requirements of that branch. For example, 95% of the combat engineers saw pregnancy as a problem as compared to 56% of the finance personnel.
- b. The differential responses by branch and issue provides content validity of the interview instrument.
- c. Detailed discussions of the results are included in the discussion of specific issues (objective 4).

d. Statistical Analysis:

- (1) The exact sampling procedures cannot be delineated since the target populations were selected on an as available basis at each location.
- (2) Further, given "type company" as the basic "unit", statistical confidence procedures could not be applied based on individual responses.
- (3) A simple statistical method was used to avoid the gross error of falsely accepting a high percentage as significant when the sample size was small.
- (4) The procedure is outlined in the statistical guide (Section IV, Annex 3, Appendix B). This method takes into account the sample sizes when comparing two percentages.
- (5) The responses which achieved a statistical significance of p < .05 level or better were used for the discussion of issues (objective 4).
- 6. <u>CONCLUSIONS</u>. The interviews provided a great deal of information on the various problems of women in TOE type units. However, because of procedural and statistical limitations the data could only be used as indicators of the possible opinion of men and women in these units.

Inf/Mech Armd Divs		Cav Regt		Separate Battalions		Separate Company/ Detachment	COSCON/ Corps *		
Bn Cdr 2 Sr EW	(2) (4)	Sqdn Cdr 2 Sr EW	(1) (2)	Bn Cdr 2 Sr EW	(1) (2)	Co/Det Cdr (1) 1SG (1) 2 Plt Ldr (2)	HHC Cdr (1) 1SG (1) 2 Plt Ldr (2)		
HHC Cdr 1SG 2 Plt	(2) (2) (4)	HHT Cdr 1SG 2 Plt	(1) (1) (2)	Type Co Cdr 1SG	(1) (1)	2 Plt Sgt (2) 2 Sr EW (2)	2 Plt Sgt (2) 2 Sr EW (2)		
Ldr 2 Plt Sgt	(4)	Ldr 2 Pit Sgt	(2)	2 Plt Ldr 2 Plt	(2) (2)	ggya lahonametr Masar ng ta ya	is this is. Dollar instruct		
CSC Cdr	(2)	Ln Trp Cdr	(1)	Sgt		andrazudari as	19190 15		
1SG 2 Plt Ldr	(2) (4)	1\$6 2 Plt	(1) (2)	3 as 1, 18		success of the cour	ny marena in		
2 Plt Sgt	(4)	2 Plt Sgt	(2)	ess pen		er ger i ganz a des	*Subordinate units accounted for elsewhere		
Ln Co Cdr	(2)	AC Trp Cdr	(1)	016 DE C		estes was chor	er semicire		
1SG 2 Plt Ldr	(2) (4)	1SG 2 Plt Ldr	(1) (2)	ce "yns		popula nevio "Ye	Jan Bir		
2 Plt Sgt	(4)	2 Plt Sgt	(2)	00 t 16. 3		ar i dir arrestant	established for consultation in		
Div Total	42	Regt Total	21	Bn Total		Co/Det 8	HHC Total 8		

NOTE: Wherever possible 1 section leader, E5 was substituted for a Plt Sgt.

Table C.2.1. Supervisors Interviewed by Type Unit.

To sometime a factor freeze of boarding pains attended of the

to area of the last factor is not to a control of the last factor of the last factor of the last factor of the last control of the last factor of the last control of

BRANCH	NO. PERSONNEL INTERVIEWED	BRANCH	NO. PERSONNEL INTERVIEWED	BRANCH	NO. PERSONNEL INTERVIEWED
HQ & HQ		Service		Cbt Spi	
Armor	31	Fld Arty	44	Armor	14
Infantry	65			Infantry	52
Signal	30	Line Co/		Subtotal	66
Ordnance	25	Armor	38		
Quartermaster	7	Infantry	45	Detach	nent
Transportation	3	Fld Arty	111	Fld Arty	5
Cbt Engr	9	Air Defense	112	Air Defense	4
Aviation	37	Mil Police	40	Mil Police	7
Mil Intell	2	Signal	71	Adj Gen	1
Branch Immat	46	Finance	26	Ordnance	11
Subtotal	255	Adj Gen	32	Quartermaster	9
		Ordnance	48	Transportation	8
HQ & HQ	Btry	Quartermaster	37	Engr	1
Fld Arty	75	Transportation	90	Chemical	2
Air Defense	92	Medical	46	Mil Intell	2
Subtotal	167	Cbt Engr	31	Army Sec Agency	7
		Aviation	74	Br Immat	7
		Mil Intell	12	Subtotal	64
		Army Sec Agency		1 may year and	
		Br Immat	4	Total	1421
		Subtotal	825		

Table C.2.2. Summary of Personnel Interviewed by Type Company and Branch.

	PERSONNEL INTERVIEWED			
BRANCH	NUMBER	PER CENT		
Armor	83	5.8		
Infantry	162	11.4		
Field Artillery	235	16.5		
Air Defense	208	14.6		
Military Police	47	3.3		
Signal	101	7.1		
Finance	26	1.8		
Adjutant General	33	2.3		
Ordnance	84	5.9		
Quartermaster	53	3.7		
Transportation	101	7.1		
Medical	46	3.2		
Engineer	14600 8890	0.1		
Combat Engineer	40	2.8		
Chemical	2	0.1		
Aviation	111	7.8		
Military Intell	16	1.1		
Army Sec Agency	15	990年 - 1.1		
Branch Immat	57	4.0		

TABLE C.2.3. Summary of Personnel Interviewed by Branch.

APPENDIX D S can already the control of the con

secretaria de proponent senant passa passa de la compania de la compania

alest gual manch tiles and arms of the contact tiles and and

United States Army Administration Center Ft Benjamin Harrison, Indiana

recon to established a and appropriatells to previous set enterested of

Physical Capabilities and Limitations Analysis motive at the result of the police

and the state of the second of

Then of temperate to the forest times are assessed as a state of the first of ADE DESCRIPTION OF AS IN TRANSPORTED STORES COME TO PROCEED BY COME

a 21 at approvided, to see our bounded and and an in-

sports at their bas of orther was because once year

THE AT LOOK BUT HERE DOUBLEDING ADMINISTRATION TO THE PROPERTY OF THE PROPERTY

and the exceptional way has enjoy panicpaget

tens of to marken tensor for a contract of the makes of the

printer to recommend the second printer of t

use Acy John, Machael Carps, Office of

s said of carried to laws

LTC Sonya Laubscher and Dr. James Sampson in coordination with Panel Members and Women in the Army Evaluation Team.

1. REFERENCES:

- a. MOS Task List: Listing of MOS with physically demanding tasks identified by proponent schools and submitted to U.S. Army Infantry School, Ft. Benning, GA.
- b. Anthropometry of Women in the U.S. Army 1977: Reports No. 2 (TR 77/U24) and No. 5 (TR 77/U29); Clothing, Equipment and Materials Engineering Laboratory; U.S. Army Natick Research and Development Command, Natick, MA.

2. Purpose.

To determine the physical qualifications and capabilities of women to perform the critically limiting tasks related to specific MOS.

3. Background.

- a. On 1 November 1977, pursuant to a recommendation by Colonel Lee Roy Jones, Medical Corps, Office of the Surgeon General, a special panel was established to examine critical physical tasks and requirements associated with specific MOS which might impact on the assignment of females to these MOS.
- b. Members appointed to the special panel are listed at inclosure 1.
 - c. The specific MOS analyzed are listed at inclosure 2.
- d. The Army had no physical qualifying tests nor any other scientific data on which to base the capability of personnel to meet specified physical requirements associated with the various MOS.
- e. The source document used by the panel, reference la, is a first draft of job descriptions for those MOS which require physical requirements above those established by the baseline physical training test. The data for the manual was obtained from the various proponent schools. The document is not considered an authorized publication, but rather represents the only information currently available concerning the physical job requirements associated with the MOS. In the absence of proponent input, the air defense artillery (ADA) MOS physical requirements were determined bythe ADA representative on the WITA team in coordination with the ADA school, Ft. Bliss, TX.

f. Panel membership included researchers who are experienced in the measurement of the physical capacities of men and women, as well as TRADOC representatives with specific knowledge of the strength and endurance information contained in the source document (reference la).

4. Discussion:

- a. Attendees and their functions at the panel meetings on 18-19 January 1978, are indicated at inclosure 1.
- b. The panel attempted to obtain information on the anthropometric requirements of specific MOS relative to the equipment used. The intent was to close those MOS where it could be determined that operator size requirements precluded females from operating the equipment. Data on anthropometric requirements relating to operator size were unavailable to the panel. Representatives from the Human Engineering Laboratory (HEL) were invited to attend to provide a judgmental assessment in the absence of such data. Weather conditions precluded their attendance.
- c. As a prelude to panel deliberations, members were advised that the WITA evaluation was charged with determining those MOS which should be closed to females. While several factors are included in this assessment, such as the combat exclusion definition, career progression, and field survey opinion, this panel was to focus on physical strength and endurance requirements. Other areas emphasized:
- (1) Panel experts were to accept as written the job descriptions in reference la.
- (2) The WITA study group made refinements to the descriptions in reference la when it could do so in coordination with the proponent agencies (i.e., clarification of the weight of a given object or the number of persons comprising a team or crew).
- (3) Panel experts would provide judgments as to the percentage of the male and female population qualifying for the job based on the description.
- (4) The panel had the option of concluding that a job description was inadequate for making an approximation. Where this situation occurred, it is so indicated at inclosure 2.

- (5) Panel experts were asked not to demand high precision as a prelude to rendering judgments, since such precision cannot be achieved with data currently available.
- (6) As an example of data limitations, the job descriptions in the TRADOC source document frequently did not indicate whether the object to be lifted had handles nor was information provided as to the shape of the item. Requirements to move the object were not clear as to whether the movement would be by push, pull, lift or drag. In such instances, the panel rendered their judgments based on the most difficult requirement.
- (7) Panel experts emphasized the limitations of the data on which they were basing their judgments. As an example, the information used to assess strength requirements was based on static strength measures (reference 1b), whereas most of the job descriptions involved dynamic strength. In some cases the data as to strength tests gave mechanical advantage to men, thus the men had higher strength values.
- (8) As a result of the analysis of the various tasks for each MOS, it became apparent that a lifting requirement was one way to screen applicants for the various MOS. The third column at inclosure labeled "WITA RECOMMENDED QUALIFYING LIFT" is a suggested benchmark to be validated in further testing.

5. Conclusions:

- a. Based on the deliberations of the panel, the percent of males and females capable of performing the physically demanding tasks associated with the MOS are identified at inclosure 2.
- b. Ready reference charts showing weight loads by percent capable, males and females, are at inclosure 3. These charts do not include endurance factors.

elserthere and a gent inabulance to appropriate her large only (2).

my we bested one and you contribute the real and a less and

mary nutre and organ inappendentials on a cough for exempted the

6. Recommendation:

That the panel estimates documented at inclosure 2 be used as the best input available for judgments to exclude or limit the assignment of females to applicable MOS until the physical strength and endurance requirements can be validated and officially established.

Mrs. Jenes h. sans, Dil. Interiors house, for Sparing, as

LTG Chartie Baker, USE WETS Load 1'1 Color

Col Reace Commerce, Mr. Sec. 280 Commend

CALLY STREET, STREET,

BECK WITH A RESERVE BUT AT THE MESSES

Dr. Jones Sangare 335, With Research (worne) outsi

remotest in town

3 Inclosures
1. Panel Members
2. Panel Results
3. Weight Tables

Panel Members

18-19 January 1978

Panel Experts:

Dr. James Vogel, Exercise Physiologist, Director of Exercise Physiology Division, U.S. Army Research Institute of Environmental Medicine, Natick, Massachusetts.

Dr. Richard Burse, Research Physiologist, Military Ergonomics Division, U.S. Army Research Institute of Environmental Medicine, Natick, Massachusetts.

Mr. Robert White, Physical Anthropologist, Clothing, Equipment and Materials Engineering Laboratory, Natick Army Research and Development Command, Natick, Massachusetts.

Representatives of Source Documents (Job Descriptions):

LTC George Batcheler, Infantry School, Ft. Benning, GA

Mr. James Dawson, DTD, Infantry School, Ft Benning, GA

MAJ Tom Nicholson, DCS-T, TRADOC

Facilitators:

LTC Don Borden, Consultant, Panel Chairman, ADMINCEN

LTC Sonya Laubscher, DSP, WITA Team II Chief

LTC Doris Caldwell, DSP, WITA Team I Chief

LTC Charlie Baker, DSP, WITA Team III Chief

Dr. James Sampson, DSP, WITA Research Psychologist

Interested Observers:

LTC Billy Keyes, DSP, WITA, ADMINCEN

CPT Bruce Liebriecht, MSC, Med R&D Command

Incl 1

PHYSICAL CAPABILITIES & LIMITATIONS ANALYSIS

≅úS	JOR TITLE	ESSENTIAL LIMITING TASKS		ESTIHATE T CAPABLE WUNEN	WITA RECUMMENUED QUALIFYING LIFT (LBS)
	Compat Engineers	Task #6 Individual must run 50 meters, scale 7 ft wall, rush 25 meters, maneuver through barbed wire fence, place 2(Hlb3) charge (15 lb), don protective mask,			
	SSO) Yeal mades	Clear area, return to start. Task #9 Four individuals must lift 350 lb (88 lbs each) tool	60	, , , , , , , , , , , , , , , , , , ,	100
	aus The	set, carry bu meters in bu secs (4-b times a day) Task #10 Individual must lift 12 lb sledge hammer, carry	100	15	
		71 1b bundle of pickets 10 ft, complace pickets depth 2 feet in bu secs, 75-100 times a day	75	5	
<u>12C</u>	Bridge Specialist	Task #4 Four individuals must lift 381 lbs (95 lbs each) base plate, carry lU meters, in 90 secs, 4 times a day Task #5 As part of b man team lift 577 lb panel (96 lbs each), carry 30 feet, in 5 minutes, 20	luu	5	100
	4	times in 2 hours	100	5	
12E Munit	Atomic Demolition	Task #2 Three individuals must lift 180 lb (60 lbs each) war- head, shoulder high, carry 20 meters, 1 time a day	100	35	100
<u>138</u>	Cannon Crewman	Task #7 Individual must lift a maximum of 100 lbs from ground to a height of 56 in, carry a distance of 20 meters, 100 times a day	100	U	lω
	Cannon Fire Di- ion/Fire Support ialist	Task #1 Three individuals must Tift a 210 lb FADAC (79 lbs each) to a height of 36 in and carry it 25 meters, lu times a day	100	50	100
13F Fire	Field Artillery Support Spec	Task #2 Individual must back pack bulky equipment weighing 94 lbs a distance of 8-10 KM, once a day (no time constraints given)	100	100	100

			STIMATE CAPABLE	WITA RECOMMENDED DUALIFYING
MOS JOB TITLE	ESSENTIAL LIMITING TASKS	HEH	WOMEN	LIFT (LBS)
150 Lance Missile Crewman	Task #2 Individual must lift 75 lb jack a maximum height of 4 ft and carry a distance of 8 ft, 2 times a day	100	35	100
15E Pershing Missile Crewman	Task #2 Two individuals must lift and carry 250 lb cover (125 lbs each) a distance of b ft, three times a day	95	5 U	100
Uperations/Fire Direction Spec (requirement same as 13E	Task #1 (of 13E) Three individuals must lift and carry 210 lb FADAC (70 lbs each) a distance of 25 meters, ten times a day	100	50	100
16b Hercules Missile Crewman	Task #1 Two individuals must lift 150 lb tire unit (75 lbs each) a height of 5 ft, and carry a distance of 30 ft	100	35	75
16C Hercules Fire Control Crewman	Task #2 Three individuals must lift 243 lb cable assembly (81 lbs each) a height of 5 ft and a distance of 30 ft	100	5	100
16C Hercules Fire Control Crewman 24P Defense Acquisi- tion Radar Mechanic	Task #3 Six individuals must lift 760 lb Klystran Tube and container (127 lbs each) to a height of 5 ft and carry a distance of 30 ft	.65	Ú	100
16D Hawk Missile Crewman	Task #1 Individual must lift 60 lb Electronic Component to a height of 5 ft and carry a dis- tance of 100 ft, once a week Task #2 Two individuals must	100	35	1w
	lift 204 lb Loading Ramps (102 lbs each) to a height of 5 ft	90	U	

S breeze back

			STIMATE	HITA RECOMMENUEU QUALIFYING	
NOS JOB TITLE	ESSENTIAL LIMITING TASKS	HEN	WUNEN	LIFT (LUS)	
<u>loE</u> <u>nawk Fire Control</u> Crewman	Task #4 Three individuals must lift 275 lb Antenna Section (91.7 lbs each) to a height of 5	arties.	1 	2,617,7%	
at t	ft and carry a distance of 10 ft Task #5 Three individuals must lift 243 lp Caple Assembly (81 lbs each) to a height of 5 ft and carry for a distance of 30 ft	100	5	100	
16E 14-ba 64- 0-4-44	The second of th	21884218 90317388			
Artillery Crewman	Task #1 Load clips into 40 m.m. weapon every 5-7 seconds, 50 times, wt. 21 lbs per clip	100	70	50	
16P Chaparral Crewman	Load & unload Chapparal missile, 4 in crew lift 190 lbs shoulder high, hold 10 sec and push onto				
	missile rail (47.5 lbs ea)	100	75	50	
16R Short Range Air Defense Artillery Crewman	2 people lift & carry 121 lbs generator (60.5 lbs ea) 25 ft & load on truck (5 ft)	100	35	75	
17B Field Artillery Radar Crewman	Task #1 Two individuals must lift and carry 175 lb shelter	s de			
sut =	(<u>66 lbs ea</u>) a distance of 25 meters, four times a day <u>Task #2</u> Six individuals lift and carry 575 lb radar unit	100	35	1w	
	(<u>95 lbs each</u>) a distance of lo meters, four times a day	95	U		
17C Field Artillery Target Acquisition Specialist	Task #1 Individual must lift and carry 75 lb flash ranging set 30 meters. six times a		$\mathcal{A}_{\mathcal{A}}$		
	day Lift above head (i.e., 2 meters)	100 95	4U U	100	
17K Ground Surveil- lance Radar Crewman	Task #1b Individual must back pack 47 lbs, 1000 meters in 45 minutes, twice a week	100	75	75	
17M Unattended Ground Sensor Specialist	Task Za Individual must pack and carry 80 lb equipment a distance of 3 miles and employ	erd (15.a ea acidea		optical	
d 00	sensors in 1 hour, once a week	100	60	75	

The state of the s

Ledunicel

MOS JOB TITLE	ESSENTIAL LINITING TASKS		ESTIMATE T CAPABLE T WOMEN	WITA RECOMMENUED QUALIFYING LIFT (LBS)
216 Pershing Electronics Materiel Specialist	Task #1 Individual must lift BU 1D CMT set from ground to shoulder height Lift and carry BU 1D CMT set a distance of 25 meters, five	75	5	100
ZIL Pershing Elec-	times a day Task 4bn Lift erector launcher	100	25	
tronic Repairer	cable mast assembly: 4 people lift 400 lbs, carry lu ft	100	25	100
ZZN NIKE Launcher Missile Repairer	Task 2c 2 people must lift launcher power cylinder (190 lps) and carry 20 ft, lift 5 ft	100	lu	100
23n NIKE Track Radar Repairer 23U NIKE Radar & Simulator Repairer	Task 2h Lift electrical components (weight 80 lbs), carry lu ft	100	25	
24H Improved Hawk Fire Control Repairer 241 Hawk Pulse Radar Repairer 24K Hawk Continuous Wave Radar Repairer 24L Hawk Launcher and Mechanical Systems Repairer	Task 38 4 people must lift electronic equipment (390 lbs) shoulder high (97 1/2 lbs ea)	100	5	luu
268 Weapons Support Radar Repairman	Task #1 Two individuals must lift 145 lb test equipment above head (73 lb each) They must lift and carry 145 lb test equipment (73 lb each) a distance of 30 meters, ten	100	15	100
	times a day	100	40	Q 25 (19) 3 R 4 P 12
Ground Station Quipment Repairer	Task #3 Lift 80 lb azimuth a elevation motor knee high a position in transmission assembly	100	100	75
278, 27E, 27F, 27G, 27H and Combat Repairer	Task #4b 2 people must change tires & rims, wt 175 lbs (84 1/2)	100	ы	100

MOS JUB TITLE			ESTIMATE I CAPABLE	WITA RECOMMENUEL QUALIFYING	
	ESSENTIAL LIMITING TASKS	MEN	WUNEN	LIFT (LBS)	
<u>310 Teletypewriter</u> <u>Repairer</u>	Task #1 Lift 79 lb teletype- writer and place on teletype- writer table (2 in team)	luu	luu	50 j	
31M Multichannel Com- munications Equipment Operator	Task #1 Two individuals must lift 131 lb multiplexer (05 los each) chest high in 15 minutes, once a month	100	25	75	
346 Fire Control Computer Repairer	Task uub Place R/T test set inside vehicle on loader's seat wt 40 lbs, carry 50 meters	100	100	50	
35F Nuclear Weapons Electronics Specialist	Task #5 Two individuals must lift and carry 277 lb Nuclear Weapon Components (138 lbs each) a distance of 10 ft	50	v	100	
36C Telephone Installer and Lineman	Task #1 Six individuals must lift 180 lb switchboard chest high in 30 minutes, four times a year (30 lbs each)	lw.	100	75	
360 Antennaman Cable Splicer	Task #1 Climb poles or steel towers to extended heights for maintenance and repair	Insuff	icient data	10 344 And 1	
36K Tactical Wire Operations Specialist	Task #1 Climb 18-30 ft tele- phone poles & fasten tactical wire to pole	100	lou	50 THE	
41C Fire Control Instrument Repairer	Task UU3 Remove plister & place on vehicle deck. Wt, 50 lbs	100	100	75	
<u>AlJ</u> <u>Office Machine</u> <u>Repairer</u>	Task Clean an electric dupli- cator. 2 people lift a move 115 lb machine	100	100	75	
43E Parachute Rigger	Task Rig a supply load on a midular platform for airdop, lift 90 lb ammunition boxes, carry 22 ft	100	10	100 100 100	
43M Fabric Repair Specialist	Task Lift 70 lb generator from bed of truck and carry 150 ft	100	35	75	

NOS JUB TITLE	ESSENTIAL LINITING TASKS	and the second second	ESTIMATE CAPABLE WOMEN	WITA RECOMMENUEL QUALIFYING	
rius Jui	D TITLE	ESSENTIAL LIMITING TASKS	MEN	WUMEN	LIFT (LBS)
44B Me1	tal Worker	Task UU1 Place oxygen & acetylene cylinders in cart - individual must roll 215 lbs	100	100	50
44E Mac	chinist	Task UU4 Hount index head to milling machine, wt 25 lbs	luu	100	50
45B Sma Repairer	all Arms	Task Repair 81mm mortar main- tenance - mortar tube weighs 3u 1bs	100	100	5 U
45K <u>Tai</u> Repairer	nk Turret	Task ull Place cylinder in test tank, wt. 50 lbs, carry 5 meters lift waist high	100	100	75
45L Art Repairer	tillery	Task u24 Remove breechblock from cannon assembly, wt. 80 lbs, lift waist high, carry 5 meters	100	25	100
45N <u>Tar</u> Mechanic	nk Turret	Task #3009 Crew of 3-4 remove/ install 179 lb rangefinder, lift 5 ft	100	75	75
45P She hechanic	eridan Turret	Task #5004 Crew of 3-4 install/ remove conduct-of-fire trainer, wt 160, lift 5 ft	100	85	75
45R Mis Turret Me	ssile Tank echanic	Task Same as 45P	100	85	75
51B <u>Ca</u> 1	rpenter	Task #2 Individual must lift 94 lb bag of cement, carry 20 ft, 50 times in 1 hr	100	5	100
51C Str Specialis	ructures st	Task #1 4 man team load & unload 300 lb steel pipe sections, carry 20 meters, 12 times per hour	100	10	100
51H Cor Foreman	nstruction	Task #1 Assault an enemy position, 300 meters away, 1 x per day		cient Data	

x propositions

MOS JOB TITLE	ITLE ESSENTIAL LIMITING TASKS		ESTIMATE CAPABLE WOMEN	WITA RECOMMENDED QUALIFYING LIFT (LBS)	
<u>51м</u>	<u>Firefighter</u>	Task #1 Individual must carry victim weighing 175 lbs down 25 meter ladder from burning building	100	43.63 ₀	125
51N Speci	Water Supply alist	Task #1 Individual must install 50-60 % wall hung lavatories at a rate of 2 per hour	100	50	75
<u>51R</u>	Electrician	Task #5 6 person team must lift, carry, emplace 500 lb telephone pole in 1 hr	100	25	100
<u>510</u>	<u>Diver</u>	Task #2 Individual must load & unload 75 lb oxygen tanks from 5 ton truck	100	75	75
52C Speci	Power Pack alist	Task #1 Remove 80 1b batteries	100	85	75
520 Equip	Power Generation ment Repairer	Task #3 Remove gas engine (100 lbs) from generator, carry 20 ft, place on work bench	100	5	100
<u>52E</u> Opera	Power Station	Task #2 Replace 75 lp starter on diesel engine. Lift & carry lu ft	100	35	75
53B Produ	Oxygen-Acetylene oction Specialist	Task #1 Load, carry, unload water hose, wt 80 lbs, lift waist high	100	25	100
54D Equip	Chemical ment	Task <u>UU6</u> Remove airemotor from M3A3 smoke generator, wt 45 lbs, lift waist high, carry 5 meters	100	100 .	50
54E tions	Chemical Opera- Specialist	Task #1 Lift two 30 lb smoke pots, stacked, carly 30 meters, 10 times in 2 min	10	Ü	75
55D	Ammunition alist Explosive Ordnance	and all artists of the same factors and the same factors and the same factors and the same factors are same factors and the same factors and the same factors are same factors are same factors are same factors and the same factors are same factors are same factors are same factors are same factors and the same factors are same factors are same factors and the same factors are same factors and the same factors are s	a elan Steiburi	A STATE OF	108.50
55G	Nuclear Weapons Muclear Weapons Menance Spec	Task #5E Individuals must carry 277 1B nuclear weapon components (138 lbs ea.) 50 ft.	50	U	100

MOS JOB TITLE	ESSENTIAL LIMITING TASKS		ESTIMATE T CAPABLE WUHEN	WITA RECUMMENDED QUALIFYING LIFT (LBS)
55X Ammunition Inspector	Task #6A Individual must lift and carry 70 lb ammunition box 20 ft many times per day	100	45	75
57E Laundry & Bath Specialist	Task Lift 70 lb water pump from truck & carry 50 ft.	100	35	75
57F Graves Registration Specialist	Task 2 people must lift and carry remains on litter 900 ft (Av wt 180 lbs)	100	10 10 10	100
57H Terminal Opera- tions Coordinator	Task #1 Four individuals must lift and carry 250 lb tarpaulin (62 lbs each) a distance of 20 feet in 3 minutes, twice a week	100	95	75
61B Watercraft Operator	Task #1 Individual must pull 40 1b moring lines through vessel's chocks, a distance of 30 ft, until slack is removed and tie off on moring bits, in one min- ute, once a day	and job	a for judgm o description	
618 Watercraft Operator (Cont)	Task #5 Individual must lift and carry 60 lb communication equipment 40 ft in 5 min once a month	100	60	75
61C Watercraft Engineer	Task #8 Three individuals must Tifft 1801b engine cylinder head 6 in out of compartment (60 lbs ea), from awkward stooped position and carry 20 ft in five minutes, once a month	100	25	75
61F Marine Hull Repairman	Task #3 Individual must lift and carry 50 lb can.of liquid, a distance of 100 ft, in five minutes, once a week Task #6 Two individuals must lift and carry 125 lb cylinder	loo	95	21 (S)
	(62 lbs ea) a distance of 25 ft, in 3 minutes, once a week	100	75	75

	ESSENTIAL LIMITING TASKS	PERCENT	STIMATE CAPABLE	WITA RECOMMENUED QUALIFYING
NOS JOB TITLE		MEN	WOMEN	LIFT (LBS)
62B <u>Construction</u> Equipment Repair	Task Lift and carry 50 lb tool box	100	100	50
62E Crawler Tractor Operator	Task #1 2 people remove and replace cutting edge on D7 Pull-dozer, wt 250 lbs	75	U	125
62F Crane Uperator	Task #7 2 people install tag line on crane, wt 175 lbs	100	50	100
62G <u>Quarryperson</u>	Task #1 Load, carry, unload pieces of drill steel, lift 75 lbs, 5 ft, carry bu meters, 4 times in 15 min. 4 hrs	100	25 25	100 S
62H Concrete Paving Equipment Operator	Task #4 Load, carry, unload cement bags - 94 lbs, carry 10 meters. Move 10 bags in 15 min	100	10	100
62J General Construc- tion Machine Operator	Task Break rock or concrete with an 85 lb pavement breaker. Operate 45 min of each hour for 8 hrs	100	5	100
63B Wheel Vehicle Mechanic	Task #2 Individual must lift out 35 lb generator for 2 1/2 ton wheel vehicle, lower from shoulder height to waist, and carry 5 meters in 10 minutes	100	80	75 1 22 4
63C Track Vehicle Mechanic	Task UU7 Remove pivot brake assembly, wt 40 lb, lift waist high, carry 5 meters	100	100	50
63F Recovery Specialist	Task uul Place boom snatch Dlock in boom tray, wt 95 lbs, lift waist high, carry 4 meters. 4 in crew	100	100	SU TEST
63G Fuel and Elec- tric Repairer	Task U22 Remove test generator from test stand, lift 92 lbs & carry 5 meters. 3 in crew	100	100	50
63H Automotive Repairman	Task #U43 Replace transfer assembly 5-ton Mb18	Insuff	icient dat	a Table Savia

64-3 U - /

62 - 12 V	ALLEY AND STREET		ESTIMATE T CAPABLE	WITA RECUMMENUEU UUALIFYING
MOS JUB TITLE	ESSENTIAL LIMITING TASKS	MEN	WOMEN	LIFT (LBS)
63J <u>quartermaster</u> Equipment Repairman	Task vul Remove heater engine assembly from mounting base, wt 35 lbs, carry 5 meters	100	100	50
64C Motor Transport Uperator	Task #1 Three individuals must lift 220 lb tire assembly (73 lbs each) a height of 5 ft, in 20 secs, twice a month	100	10	75
676 Airplane Repairer	Task #1 Individual must lift and carry 65 lb tool box, a distance of 50 meters and place on truck bed (4 ft high), six times per day	lvo	60	75
	Task #2 Individual must remove 80 lb starter generator from the A/C, using both hands; lower it to waist high and carry 50 feet to shop in 20 minutes once a		MAI TOWN	
in.	month Task #5 Individual must remove 90 lo inverter from A/C, using both hands; lower it to waist high and carry for 50 meters	100	.	75
	to shop, once a month	95	U	
67N Utility Heli- copter Repairer	Task #1 Individual must remove by lifting 80 lb battery from A/C and carry 50 meters in 30 min three times a month Task #2 Six individuals must	100	25	75
	push 4800 lb A/C for a distance of 50 meters, once a day	Insufficient data regarding push force		
67U Medium Helicopter Repairer 67V Observation/Scout Helicopter Repairer	and carry 65 lb tool box for distance of 50 meters and set on platform 5 ft high, six	And San	er i	and the control of the time of
Copter Repairer	times a day (Same as 67G)	100	60	75
67Y Attack Heli- copter Repairer	Task #1 Individual must lift and carry 65 lb tool box for a distance of 50 meters, lift to			het on Barah
	height of 5 ft, six times a day (Same as 676)	100	60	75

MOS JOB TITLE	ESSENTIAL LIMITING TASKS		STIMATE CAPABLE	WITA RECOMMENDED QUALIFYING LIFT (LBS)
67Y Attack Heli- copter Repairer (cont)	Task #2 Three individuals must remove 150 lb wing from A/C (50 lbs each) and carry waist	11-0	WOMEN	EIFT (EBS)
Conty	high for a distance of bu ft in two hours Task #7 Individual must install and remove bu lb pattery from A/C, carry for bu meters in 30	100	ы	75
	minutes three times a month	100	25	75
bbB Aircraft Power Plant Repairer	Task #1 Individual must lift and carry 70 lb tool box for a distance of 50 meters, 4 times a day	100	35	75
68D Aircraft Power- train Repairer	Task #1 Two individuals must lift 90 lb transmission (45 lbs each) from floor to 3 ft work bench Task #2 Individual must lift and carry 65 lb tool box for distance of 50 meters, to height of	100	99	75
	3 ft, six times a day	100	60	-42, 45, 106
68F Aircraft Electrician	Task #2 Individual must lift and carry 60 lb tool box twice a day Task #3 Individual must lift 80 lb starter generator from floor to 3 ft bench, twice a month	100	6U 25	75
68G Aircraft Struc- tural Repairer	Task #1 Individual must lift and carry 60 lb tool box, 20 meters 4 times a day	100	6U	75
68H Aircraft Pneudraulics Repairer	Task #1 Individual must lift 68 1b tool box and carry 50 meters	100	50	75
odd Helicoptor Mis- sile Systems Repairer	Task #1 Three individuals must 11ft 255 1b M28A1E1 (85 1bs each) ammunition magazine from ground to 3 tt and place in A/C, within 15 min, six times a day	1w	15	75

A Registration of Sections

\$ Bridge Foots

	1 September 1997 Filter 1997 F	PANEL (WITA RECUMMENDED QUALIFYING	
MOS JOB TITLE	ESSENTIAL LIHITING TASKS	MEH	MUMEN	LIFT (LBS)
bom Helicopter Weapons Repairer	Task #2 Individual must lift and carry 64 lb analyzer test set for 50 meters (assume a 4-5 ft lift) twice a day	100	19 25	75
71N Traffic Manage- ment Coordinator	Task Lift and carry 35 lb typewriter, 30 ft	100	1,00	50
760 <u>Material</u> Supplyman	Task Unload supplies in 60 lb containers, carry 50 ft	100	50	75
76J Medical Sup- plyman	Task #2 A crew of two lift, carry up to 50 meters push, pull 15-20 meters medical sup- ply items weighing 80-100 lbs	100	100	75
76V Storage Sup- plyman	Task Lift and carry container weighing 75 lbs	100	żu	75
76W Petroleum Sup- ply Specialist	Task 2 people will roll a 55 gal drum 100 ft across level surface (wt 460 lbs) and set upright	Insufficient data		
76X <u>Subsistence</u> Supplyman	Task Lift class B ration containers weighing 30-50 lbs carry 20 feet	100	199	50
76Y Unit Supply	Task Lift supply container weighing from 26 to 90 lbs (av wt 70 lbs), move 30 ft	100	45	75
82C Field Artillery Surveyor	Task #1 Individual must lift and carry 132 lb survey equipment a distance of 25 meters, six times a day	65		100
91B Medical Specialist	Task #7a Lift, carry & move 180 lbs patients by litter - 2 people Task #7b Same with 3 people	100 100	15 75	100 100
91C Clinical Specialist 91D Operating Room Specialist	Task #7b Same with 4 people Same tasks, conditions & standards as 918	100 Same	100 Same	100 \$ 9 %

			STIMATE CAPABLE	WITA RECOMMENUEL QUALIFYING	
NUS JOB TITLE	ESSENTIAL LIMITING TASKS	HEN	WUHEN	LIFT (LBS)	
Specialist Specialist Science Specialist	Task #2 Restrain patients who are out of control - has assistance	100	100	bu	
Specialist Specialist Physical Therapy Occupational Therapy Specialist 912 X-Ray Specialist	Task #7a Lift, carry a move 180 lb patients by litter - 2 people Task #7b Same with 3 people Task #7b Same with 4 people	100 100 100	15 75 1 ₀ 0	75 181 182 183 183 75 181 182 183 181 183 183	
91R Veterinary Specialist 91T Animal Specialist	Task #2 Lift, push, pull, carry equipment, boxes, other objects weighing 8U-luU lbs, with assistance (2 person crew)	100	100	75	
91S Environmental Specialist	Task #2 Lift, carry up to 50 meters; push, pull 15-20 meters medical supply items weighing 80-100 lbs; has assistance (2 person crew)	100	luu	75	
92C Petroleum Laporatory Specialist	Task 2 people lift 210 lb POL test kit & carry 50 ft (105 lbs ea)	100	5	100	
93F Field Artillery Meteorological Crewman	Task #1 Four individuals must move 275 lb cable assembly (by lbs each), 60 meters They must lift 273 lb housing	100	bυ	100	
	unit (bb lbs each) a height of 42 in Task #4 Two individuals must lift and carry 300 lb GED generator (150 lb each) a distance	100	40		
	of 30 meters	40	U		

il see a colore

MOS JOB TITLE	The second secon		ESTIMATE CAPABLE	WITA RECOMMENDED QUALIFYING LIFT (LBS)	
	ESSENTIAL LIMITING TASKS	MEH	WUNEN		
948 Speci	Food Service alist	Task 2 people lift 114 lb field range, carry 30 ft (bu lbs ea)	100	Ioo	75
94F Servi	<u>Hospital Food</u> ce Specialist	Task Lift roasting pans filled with meat (45 lps) carry 12-15 ft	100	100	5 0
<u>958</u>	Military Police	Task #8 Move an accident victim - usually with	3		e de la companya de l
950	Correctional alist Assistant al Agent	lask #2 assistance, move 160 lb victim 50 meters	100	90	100
956 Polic	Military eman	Tasks #1 - 2 Individual must catch and subdue an average 160	e ifance o do auto	130 2314	
95 <u>C</u> 95 <u>D</u> Agent	Assistant Special	lb man within 150 meters and apply hand irons without using MP club	5 u	U	75

S sementally

WEIGHT LOADS BY PERCENT CAPABLE MALE/FEMALE

(Adapted from anthropometry of women in the U.S. Army - 1977 Technical Report No. 2 (TR 77/U24) and No. 5 (TR 77/U29) U.S. Army, Natick R&D Command, Matick, MA)

2 8	8	8	8	2	8	33	8	8	22	2	50
Percentage capable	z .	= L	3 4	=	24	8 L	24	= L	z.	E u	Z u
Calfo	85	23	220	82	25	289 143	265 156	277 165	254 178	38	22
Can (knee high)	18,	197 97	205	218 118	823 821	245 144	262 158	275 170	282	36	322
Lift 100 cm (waist high)	107 49	25 25 25	123 88	E3	143 68	25. 25.	1.18 1.18	182	197 28	23	223
Push from Lift 150 cm 50 cm (shoulder (knee high) high to and carry overhead) 10 feet	106	116	21 52	135 55	145 59	161	179 69	193	212 81	226 86	248
Lift 50 cm (knee high) and carry 10 feet	170 87	179 85	186 93	198 105	208 115	22 4 128	240 142	253	271 166	283 176	302
Lift 50 cm (knee high) and carry 25 feet	191 85	175 76	182 84	195 97	206 108	222	239 137	252 148	269 161	281 170	297
Lift 100 cm (waist high) and carry 10 feet	88	105 46	115 50	126 55	131 60	142 67	156 75	168 80	183 87	196 92	209
Lift Ivo cm (waist high) and carry 25 feet	3.2	105 46	11.35	122 55	130 60	139 67	₹ £	165 80	18U 87	190 92	502

H - Male, F - Female

Incl 3

0-3-1

APPENDIX E

TRAINING OF WITA TEAM MEMBERS

- 1. The WITA evaluation team was selected to include both males and females. Further, members were selected to insure representation from a broad range of MOS's/specialties, field experience, grades, and types of units. While this selection process insured that maximum on the job knowledge and practical experience were included on the team, it increased the importance of orientation training. The objectives of this orientation were to familiarize team members with the requirements of the evaluation, finalize the evaluation plan, and insure that everyone was knowledgeable in the standard procedures and research techniques to be used during the evaluation.
- 2. Team building, training in specific research skills. and plan development were conducted simultaneously through a series of workshops. Following a series of get acquainted exercises, team members were provided lecturettes in communication skills, decision making, and other human interaction processes. Each lecturette was followed by discussion and practice in the use of the skill. Brainstorming the WITA issues and development of the evaluation plan were the major vehicles for all exercises.
- 3. Upon completion of the plan, and prior to going to the field to gather data, an interviewing workshop was held. A combination of lecture, practice and video-tape was used. Each team member had to demonstrate adequate skills to conduct field interviews with a wide range of people, some of whom might prove to be hostile. Those who were less confident in themselves were given additional practice, to include interviews of subjects they had not met.
- 4. Throughout the remainder of the project, training was conducted as needed to insure efficiency and uniformity of procedures. Workshops concerning how to read literature for reliability and validity, discussions concerning research procedures, and additional team building were conducted as required.

APPENDIX F



DEPARTMENT OF THE ARMY OFFICE OF THE ADJUTANT GENERAL WASHINGTON, D.C. 20310

10 AUC 1977 A

DAPE-MPE-CS

SUBJECT: Directive for Evaluation of Women in the Army (EWITA)

Commander
US Army Administration Center
Fort Benjamin Harrison, IN 46216

1. The purpose of this letter is to direct the conduct of an evaluation of the employment of women in the Army. The action agency is the US Army Administration Center. Direct access is authorized through the Office of the Deputy Chief of Staff for Personnel to all Department of the Army activities and agencies.

and exempty, surgicially closed to works and determine it they about

have stated to estably wheregoether deligated them to be the

2. References: "1900 still would william to estimate your substitute (A)

- a. December 1976-ODCSPER study: Women in the Army.
- b. 11-12 April 1977-transcript of ODCSPER's Women in the Army Symposium.
- c. May 1977-Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics) background study: Use of Women in the Military.
- d. July 1977 -MILPERCEN study: Final Task Force Report: Utilization of Women in the Army.
 - e. Army Research Institute's report on MAX WAC (when published).
 - f. Army Research Institute's report on REF WAC 77 (when published).
 - g. 9 April 1975-TRADOC Study: WAC Content in TOE Units.
- h. Any other reports, studies, or documents relating to the use of women in the Army which the action agency determines to be appropriate.
- 3. Headquarters, Department of Army Sponsor Deputy Chief of Staff for Personnel. Point of contact is LTC Frank Estes (AV 225-0890/95).
- 4. Terms of Reference.
- a. Background. TRADOC conducted a Women Content in Units Evaluation in 1974-75 to determine percentages of unit fill by females. These data were

DAPE-MPE-CS
SUBJECT: Directive for Evaluation of Women in the Army (EWITA)

initially helpful in determining female assignment policies. However, more recent experience dictates that the analysis be expanded to evaluate female fill by type unit, by MOS (specialty for officers) and grade.

b. Problem. There is great pressure for the Army to significantly increase the number of women in the Army. Therefore, the Army must evaluate its units to determine how many women by MOS (specialty for officers) and grade, can be assigned without reducing the units or the Army's ability to accomplish its ground combat mission. This analysis will not be constrained by current assignment policies/restrictions.

c. Objectives:

- (1) Analyze all MOS (specialties for officers) excluding infantry, armor, and cavalry, currently closed to women and determine if they should be opened to women.
- (2) Reanalyze Category II and III units and establish appropriate limits on female content by MOS (specialty for officers), grade and unit.
- (3) Reanalyze TDAs and establish appropriate limits on female content by MOS (specialty for officers), grade and unit.
- (4) Analyze Category I units to identify those which could or should be open to women. Establish appropriate limits on female content by MOS (specialty for officers), grade and unit.

d. Scope.

- (1) Accomplish under modified combat exclusion guidance, i.e., positions in combat arms that may be appropriately filled by women.
- (2) Develop a clear, simple definition of the combat role from which women will be excluded. Avoid caveats relating to battlefield geography.
- (3) Consideration should include MOS (specialties for officers) which could be opened even though they require transition from rear areas to forward areas to perform duties on a limited time basis, but not for the primary purpose of engaging the enemy.
- (4) At grade and MOS (specialties for officers) level, determine interchangeable spaces and determine how many interchangeable spaces could be filled by women without reducing the unit's capability to perform its mission.
- (5) Consider dividing Category I units into Category IA (male only) and Category IB (interchangeable).

The control with the conference of the control of t

At 43 decided, particular between the control till by freelow. Three cars were

DAPE-MPE-CS

SUBJECT: Directive for Evaluation of Women in the Army (EWITA)

- (6) Determination of interchangeable spaces and female limits must be addressed for wartime missions.
- (7) Evaluate TDAs in light of their mission and as a source of immediate replacements under mobilization conditions.
- (8) Evaluate the feasibility and impact of using TDA personnel as individual replacements in primary, secondary and combat arms specialties (i.e., as fillers).
- (9) Evaluation results should be easily used in the Army's data base and also made available to field commanders. The manageability of the evaluation results, in terms of the personnel management system, must be addressed.
- e. Limitations. Not appropriate since objectives limit the study to specific areas.
 - f. Time Frame. 1977-1983.
- g. Essential Elements of Analysis (EEA). Applicable EEA, if appropriate, will be developed by the action agency in the evaluation plan.
- 5. Support and Resource Requirements.
- a. Action agency has direct access through ODCSPER, HQDA, to all Department of the Army activities and agencies. Office of Deputy Chief of Staff for Personnel (DAPE-MPE-CS) will assist the action agency when required.
- b. Commander, Army Research Institute will provide timely input to action agency on research completed or in progress.
- c. Funding. Funding will be provided by Headquarters, Department of Army. Submit requirements through HQ TRADOC, for validation/confirmation, to this headquarters NLT 31 August 1977. Requirements should be detailed by Program Element, Element of Expense with sufficient narrative justification to enable review and approval by this headquarters. Approved level of funding will be reflected in the response to the TRADOC Command Operating Budget Estimate (COBE) RCS CSCAB-205. Any extraordinary funding requirements which develop during the evaluation should be brought to the immediate attention of both HQ TRADOC and DAPE-MPE-CS for resolution.
- 6. Administration.
 - a. Title Evaluation of Women in the Army (EWITA).
 - b. Schedule.

DAPE-MPE-CS

SUBJECT: Directive for Evaluation of Women in the Army (EWITA)

- (1) The plan for the conduct of the evaluation will be prepared by the action agency and forwarded for HQDA (DAPE-MP) and steering committee review by 6 September 1977.
- (2) Progress briefings to steering committee will be conducted every 45 days after evaluation plan approval or at critical milestones as determined in the evaluation plan.
 - (3) The reports will be submitted through the Commander, TRADOC.
 - (4) Final report will be submitted to DA for staff approval by 1 March 1978.
- (5) The action agency will publish the evaluation report in the desired number of copies after staff approval.
- c. Control Procedures. HQDA (DAPE-MP) will monitor the evaluation effort and provide staff supervision. Other interested agencies and OSA may be invited to attend and participate at scheduled IPR or critical periods during the evaluation.

BY ORDER OF THE SECRETARY OF THE ARMY:

Major General, USA The Adjutant General

ille and heart to devent described the control of the property of the control of The second printerior in a second second properties of the second contract of the second contract of the second se

To meal has a saripess, and or variety a blaces actionizes our gatest

ATTACK YOUR BAR OF BELLEVILLE BOY TRACKET STAIR

abortone in account of this establish

no Esertalainah

CF: TRADOC

APPENDIX G

Evaluation of Women in the Army

Steering Committee

MG J. P. KINGSTON

MG C. A. OTT. JR.

MG J. W. BECTON, JR.

MG W. L. MUNDIE

MG P. R. TICE

MG G. K. OTIS

MG C. K. HEIDEN

MG J. H. MERRYMAN

MG J. W. SEIGLE

MG P. S. WILLIAMS, JR.

MG P. KAPLAN

BG W. H. FITTS

BG M. E. CLARKE

BG J. H. JOHNS

BG R. I. BERRY

BG D. D. BALL

BG R. ARTER

COL R. R. SIMPSON

COL R. M. JOYCE

MR. W. I. KING

ADCSPER. DA

NGB

CG, OTEA

CDR, ADMINCEN

DCSPER, USAREUR (until reassignment)

CACDA (until reassignment)

MILPERCEN

DCSCD, TRADOC

DCST, TRADOC

DMPM-DCSPER, DA

DCSPER, FORSCOM

DCSPER, USAREUR

DWAC, DCSPER

HRD, DCSPER, DA

OCAR

CDR, USADCCS

CGSC

DCSPER, TRADOC

CDR, MILPERCEN EUR

DFPS-DCSOPS, DA

APPENDIX H DIRECTORATE FOR EVALUATION OF WOMEN IN THE ARMY PERSONNEL ASSIGNED

Name	Rank	Permanent Station	Position/ Special Skill	Basic Branch/Specialty
Roberts, Grace L.	LTC(P)	Ft Harrison	Director	Pers Admin
Baker, Charles	LTC	Ft Harrison	Eval Team CH	Infantry
Caldwell, Doris L.	LTC(P)	HQDA,DCSPER	Eval Team CH	Pers Mgt
Laubscher, Sonya R.	LTC	Ft Bragg	Eval Team CH	Phys Ther
Sampson, James(Dr)	GS12	USARIEM	Research Psych	DA Civ
Donovan, Charles L.	MAJ	Ft Harrison	Dep Dir	Armor
Hauck. Betty C.	MAJ	USAR	Reserve Rep	Pers Mat
Richmond, Laura J.	MAJ	Ft Sam Houston	Proj Off	Pers Mgt
Brady, Raymond M.	CPT	Ft S111	Test & Eval Off	Engineer
Carr, Mary J.	CPT	Germany	Aviation	Avn Maint
Ferchek, Gary R.	CPT	Ft Ord	ORSA	Signal
Foley, Mark	CPT	Ft Bragg	Force Dev	Infantry
Hair, Jesse E.	CPT	Ft Harrison	Prog Dir	Comptroller
Hampton, James C.	CPT	Ft Knox	Force Dev	Armor
Kessler, Doris H.	CPT	Falls Church, VA	ADP	Pers Mat
Kerbawy, Bernard J.	CPT	Ft Lewis	Prov Off	Fld Arty
Luczka, Paul J.	CPT	Cumberland	Test & Eval	
		Army Depot		Avn Maint
Vick, Walter L.	CPT	Ft Bliss	Proj Off	Air Defense
Allen, Helen J.	CSM	Ft McClellan	Proj NCO	Cmd Sgt Maj
Plick, Robert J.	CSM	Ft Carson	Proj NCO	Cmd Sgt Maj
Pandy, John L.	MSG	Panama	Proj NCO	Pers Sr Sqt
Brady, Carol R.	SFC	Ft Campbell	Proj NCO	Sup Sgt
Lane, George M.	SFC	Ft Campbell	Opns NCO	Plat Sgt
Myers, Francis E.	SFC	Ft Rucker	Proj NCO	Behav Sci Sp
Dodge, Charles M.	SSG	Ft Hood	Proj NCO	Avn Maint Ch
Labadie, Patricia R.	SSG	Ft Richardson	Proj NCO	Fin NCO
Daniels, Wanda M.	SGT	Ft Stewart	Proj NCO	Comm Tm Ch
Alexander, Jean A.	GS 5	Ft Harrison	Secretary	DA Civ
McFarland, Beverly W.	GS 3	Ft Harrison	Data Transcriber	DA CIV

APPENDIX I

SIGNIFICANT CONTRIBUTORS TO EWITA

PRINCIPAL REPORT AUTHOR

The EWITA report was formated, edited and prepared by LTC Billy G. Keyes, USAADMINCEN, based on input compiled and written by all members of the EWITA staff as named at Appendix H.

SIGNIFICANT CONTRIBUTORS

Significant contributors to the EWITA report were:

LTC William C. Lundberg

Public Affairs Office

TRADOC

CPT Jack C. Coleman

USA ADMINCEN

CPT Dava L. Reeder

USA ADMINCEN

WO1 Dennis Defries

Data Processing

WO1 Kenneth J. Musat

Data Processing

SFC Richard S. Bart

37 Armor, Erlangen, GY

SFC Roy D. Sasser

USA ADMINCEN

Mrs. Mary Barnett

Data Transcriber

Ms. Beverly McFarland

Triese, Assert Service of Stein

Data Transcriber

The following personnel provided assistance to the EWITA staff which was most helpful in preparation of the final EWITA report.

COL Charles F. Briggs

Chief, Enlisted Division ODC SPER, HQDA

Strongs willed to

COL Otto R. Schultz

Chief, Military Occupational Division, MILPERCEN

COL Nicholas H. Sebastian

Chief, Evaluation Division Operational Test & Evaluation Agency

MAJ Hyron F. Curtis

Enlisted Personnel Management Division, MILPERCEN

MAJ Dean A. Phillips

Enlisted Personnel Management Division, MILPERCEN

MAJ Richard S. Riley

Enlisted Personnel Management Division, MILPERCEN

1LT Jeffrey P. Hustad

Computer Analyst, WEEM, PERSINSD,

MILPERCEN

Mr. Joel D. Chananie

Engineering Psychologist Operational Test & Evaluation Agency

Mr. Langhorn P. Withers

Operations Research Analyst Operational Test & Evaluation Agency

The following personnel volunteered their advice, time and personal effort in assisting the EWITA staff. The Tall Addressed TOM

Brigadier (Ret) Eilen J. Nolan

Advisor, Womens Royal Army Corps

London, England

CUL Shalom Eitan

Assistant Armed Forces Attache, Israel, Washington, D.C.

Mrs. Nancy Goldman

Research Associate University of Chicago

Hrs. Cecile Landrum

Uffice, Assistant Chief of Staff

COL Charles I. Orthog

US Air Force

change with the term of the negres of the all the first seems were

area there a har out by occase to a bedrove lessesses patholics had

Mrs. Edith Seashore

President
National Training Laboratory Institute

Mrs. Jill Wine-Volner

General Counsel U.S. Army

Points of contact who served as liaison between major commands and the EWITA staff were:

COL M. A. DiGennaro

HQ, Eighth US Army

LTC Ernest F. Estes

DMPM, ODCSPER

HQDA

MAJ Brian W. Brady

HQ, FORSCOM

MAJ Augustine G. Riolo

HQ, MILPERCEN

MAJ Mary E. Cook

HQ, USAREUR

CPT W. T. Moore

HU. TRADOC

ADMINISTRATIVE SUPPORT

Outstanding administrative support was provided by the following activities within HQ, USAADMINCEN: Management Information Systems Office, Academic Library, Word Processing Center I and II, US Army Field Printing Plant, and the Training and Visual Aids Support Center.

APPENDIX J

Program for Analysis of EWITA Questionnaires and Interviews

- 1. The Statistical Package for the Social Sciences (SPSS), Version 7.0 was used to analyze the data collected by the questionnaires and interviews administered by the EWITA team. The two programs used to assess the SPSS, one for interviews and one for questionnaires, are attached as annexes.
- 2. The data processing and file storage was supported by the TRADOC Data Processing Field Office, Fort Leavenworth, Kansas. The task name WITA was assigned for the processing requirements and was effective for the period 5 October 1977 to 30 March 1978. On completion of the evaluation, the files and processing responsibilities were transferred to the Directorate of Combat Developments, US Army Administration Center.
- 2 Annexes
- 1. Interview Program
- 2. Questionnaire Program

DEC ... ANNEX IL YEGO MORE

THE PASK IS HELD ONLY INTRODUCED STREET

Interview Program

```
W1750, T1000, CM70000, SPUU.
TASK, TN=WITA, TA=44698, DS=ATCPSA, TR=TS, PI=KESSLER.
REQUEST.SVFILF,*PF.
ATTACH.SPSS.
SPSS.
SPSS.
CATALOG.SVFILE.INTERW.ID=WITA.
W
NUMBERED YES
RUN NAME CATALOG -- INTERW
VARIABLE LIST CASE, SED, INTERNER, DATE, LOCATION,
                     SEX, RANK, V1 TO V27, ITEM! TO ITEM27, AGE, MILED, RACE, MISTNG, MDSDTY, MOSMU, UNITHC,
                     MOINARMY, SUBHC, SUPHD, PEERHO, NOWHINUT, TOTPER,
                     MAXNOWY, TYPED, PRINTUNT, BRNCH, POS, TETLPER, WMPCNTG, CMBTIM
SUBFILE LIST
                     SF03 (60)
                     SF04 1441
                     SFOS (69) PR TE THEMPTH ONE TRIES VETERLINE
                     INPUT MEDIUM
                     CARDS
INPUT FORMAT
                     FIXED (F5.0,F1.0,F2.0,F6.0,A2,F1.0,A2,2X,4X,27F1.C,
                     27F1.0.1X./19X.2F2.0.F1.0.2A4.7F2.0.F3.0.F1.0.
                     30X,/16X,3F2.0,A4,2F3.0,F2.0)
                    (MUSDTY EQ '071C' DR
MOSDTY EQ '071L' DR
MOSDTY EQ '071M' DR
MOSDTY FQ '071D' DR
IF
                    MOSDTY EQ '071F') TRADMUS=1
(MUSDTY EQ '073C' CR
MOSDTY EQ '073D' GR
                    MOSDTY EQ '073D' OR
MOSDTY EQ '073Z') TRADMOS=2
(MOSDTY EQ '075B' DR
                     MOSOTY FQ '075C' CR
                    MOSDTY EQ '0750' OR
MOSDTY FQ '075E' UR
MOSDTY FQ '075Z') TRADMUS=3
(MUSDTY EQ '091F' DR
MOSDTY EQ '091C' DR
MOSDTY EQ '091C' DR
MOSDTY EQ '091B' OR
MOSDTY EQ '091B' OR
MOSDTY FQ '091B' OR
MOSDTY FQ '091B' OR
IF
                    MOSDTY EQ '042C' UK
MOSDTY EQ '042C' UK
MOSDTY EQ '091B' CR
MOSDTY EQ '091L' UR
MOSDTY EQ '091L' UR
MOSDTY EQ '091N' UR
                                                epresent eg de peraphone.
Lorenne gret end persone
                    MOSDTY EQ '091U' CR
                    MUSDIA EO .UATA. OK
                                                NATURE ON A TRANSPORTER
                    MOSDTY FO '091V' OR
                    MOSDTY FQ '091W' DR
                    MOSDTY EQ '0919' OR
```

MOSDTY FQ '0928' DR

```
MOSOTY EQ '091R' DR
                           MOSDTY EQ '091T' CR
                           MOSOTY FQ '042F' OR
                           MOSDTY EQ '071G') TRADM'S=4
(MOINARMY GE C AND MOINARMY LE 6) ARMYMON=1
((MDINARMY GE 7 AND MOINARMY LE 8) OR
1#
                            (MOINARMY GE 10 AND MOIMARMY LE 12)) ARMYMON=2
(MOINARMY GE 13 AND MOIMARMY LE 18) ARMYMON=3
                            (MG/MARMY GE 19 AND HOINARMY LE 24) ARMYMON=4
(MG/MARMY GE 25 AND HOINARMY LE 30) ARMYMON=5
1#
                           (MCINARMY GE 21 AND MCINARMY LE 36) ARMYMON=6
(MCINARMY GE 37 AND MCINARMY LE 42) ARMYMON=7
(MCINARMY GF 43 AND MCINARMY LE 48) ARMYMON=8
1#
7#
14
                           IMBINARMY GE 49 AND MEINARMY LE 54) ARMYMON#9
(MUINARMY GE 55 AND MEINARMY LE 60) ARMYMON#10
1#
17
                            (HUINARMY GE 61 AND MOINARMY LE 66) ARMYMON=11
                           (MOINARMY GE 67 AND MGINARMY LE 72) ARMYMON=12
(MOINARMY GE 73 AND MOINARMY LE 76) ARMYMON=13
(MOINARMY GE 79 AND MOINARMY LE 84) ARMYMON=14
1.
                           (MOINARMY GE 85 AND MOINARMY LE 90) ARMYMON=15
(MOINARMY GE 91 AND MOINARMY LE 96) ARMYMON=16
IF
IF
                            (MUIHARMY GE 97 AND MEINARMY LE 99) ARMYMON=17
1F
                           (AGE GE 17 AND AGE LE 20) AG=1
(AGE GE 21 AND AGE LE 25) AG=2
(AGE GE 26 AND AGE LE 30) AG=3
1F
IF
IF
                           (AGE GE 31 AND AGE LE 35) AG=4
(AGE GE 36 AND AGE LE 40) AG=5
(AGE GE 41 AND AGE LE 45) AG=6
IF
IF
IF
                            (AGE ST 45) AG=7
IF
                            (MOSMO GE 1 AND MOSMO LE 6) DHOS=1
IF
                            ( (40540 GE 7 AND HOSMO LE 8) DR
1 F
                            (MOSMO SE 10 AND MOSMO LE 121) DMGS=2
                            (MOSMO GE 13 AND MOSMO LE 18) DMOS=3
14
                            (HOSMO OF 19 AND MOSMO LE 24) DMOS=4
IF
                           (MUSMO GF 25 AND MOSMO LE 36) DMDS=5
(MUSMO GE 37 AND MOSMO LE 48) DMOS=6
(MUSMO GE 49 AND MOSMO LE 60) DMOS=7
14
TF
1F
                            (MOSHO GT 60) DMDS=8
1F
                            (SUBMO EQ O) SUBMON=1
14
                           (SUBMO GE 1 AND SUBMO LE 6) SUBMON=2

((SUBMO GE 7 AND SUBMO LE 8) OR

(SUBMO GE 10 AND SUBMO LE 12)) SUBMON=3

(SUBMO GE 13 AND SUBMO LE 18) SUBMON=4

(SUBMO GE 19 AND SUBMO LE 24) SUBMON=5

(SUBMO GE 25 AND SUBMO LE 36) SUBMON=6

(SUBMO GT 36) SUBMON=7
IF
IF
IF
1 F
                            (SUPMO F2 0) SUPMON=1
IF
                           (SUPMO GE 1 AND SUPMO LE 6) SUPMON=2
((SUPMO GE 7 AND SUPMO LE 8) DR
(SUPMO GE 10 AND SUPMO LE 121) SUPMON=3
15
IF
                           (SUPMO GE 13 AND SUPMO LE 18) SUPMON=4
(SUPMO GE 19 AND SUPMO LE 24) SUPMON=5
(SUPMO GE 25 AND SUPMO LE 36) SUPMON=6
(SUPMO GT 36) SUPMON=7
IF
IF
IF
                            (PEERMS EQ O) PEERMON=1
                            IPEERMO GE 1 AND PEERMO LE 61 PEERMON=2
14
                           ((PEERMO GE 7 AND PEERMO LE 8) DR
```

THE PROPERTY OF THE PARTY OF TH

BUILDED DESCRIPTION OF THE SAFET

STREET STREET

13

```
(PEERMU GE 10 AND PEERMO LE 12)) PEERMON=3
(PEERMU GE 13 AND PEERMO LE 18) PEERMON=4
  IF
                                     (PEERMO GE 19 AND PEERMO LE 24) PEERMON-5
  IF
                                     (PEFRMI) GE 25 AND PEERMIN LE 361 PEERMUN=6
                                  (PFERNO GT 36) PFERMON=7
(TYPCO EQ 01 CR
TYPCO EQ 02 OR
TYPCO EQ 03) TYPECO=1
(TYPCO EQ 04 CR
TYPCO EQ 06) TYPECO=2
(TYPCO EQ 07) TYPECO=2
(TYPCO EQ 07) TYPECO=3
(BRNCH EQ 01 CR
BRNCH EQ 02 OR
BRNCH EQ 03 OR
BRNCH EQ 04 OR
BRNCH EQ 04 OR
BRNCH EQ 05 OR
BRNCH EQ 06 OR
BRNCH EQ 14) BRANCH=1
(BRNCH EQ 09 OR
BRNCH EQ 10 OR
BRNCH EQ 11 OR
BRNCH EQ 11 OR
BRNCH EQ 11 OR
  11
                                     IPEERNO GT 361 PEERMUN=7
  IF
  1+
 IF
 IF
                                   BRNCH EQ 16) BRANCH=2

(BRNCH EQ D7 DR
 1F
                                    BRNCH EQ 03 UR
                                 BRNCH EQ 33 UR

BRNCH EQ 10 DR

BRNCH EQ 17 DR

BRNCH EQ 17 DR

BRNCH EQ 17 DR

BRNCH EQ 19) BRANCH=3
(BRNCH EQ 19) BRANCH=4
(RANK EQ 'E1' DR

RANK EQ 'E2' CR

RANK EQ 'E3' CR

RANK EQ 'E5' DR

RANK EQ 'E5' DR

RANK EQ 'E6' CR

RANK EQ 'E7' DR

RANK EQ 'E7' DR

RANK EQ 'E9') GRADE=2
(RANK EQ 'D1' CR

RANK EQ 'D2'I GRADE=3
(RANK EQ 'D3'I GRADE=4
IRANK EQ 'D4' DR

RANK EQ 'D5' CR

RANK EQ 'D6') GRADE=5
                                    BRNCH EQ 10 OR
 IF
 IF
 1 .
IF
IF
 IF
                                  RANK EQ "D6") GRADE=5
                                 TTEM1 TO ITEM27 (3=1)(4=2)

RANK (01, 1/1 = 101 )

RANK (02, 1/2 = 102 )

RANK (03, 1/3 = 103 )

RANK (04, 1/4 = 104 )

RANK (05, 1/5 = 105 )

RANK (06, 1/6 = 106 )

POS (*SLRD*=*SLDR*)
RECODE
RECODE
RECODE
RECIDE
RECODE
RECODE
RECODE
RECODE
                                  POS ( SLRD = SLDR )
                                  VI STRENGTH/V2 SIZE/V3 HANDGRIP/V4 COORDINATION/
                                        ARM-LEG LEAGTH/V6 ENDURANCE/V7 MENSES/
                                  VS PREGNANT/V9 HYGIENE/V10 PROFILE/V11 EMOTION/
```

THIS PAGE TO BUST DUAD BY EXPOSED BUSINESS

PARTY FURNISHED TO THE TOO

CERTAIN COMPTONIES CASE CASE SERVICE

2. 1

まで作ります

A STATE OF THE STA 10 333

10-1314

115 300300 # contan

TO THE RESERVE OF THE PARTY OF

V15 TOUGHNESS/V16 AGGRESSIVENESS/ V17 MECHANICAL SKILL/VIA AECESSARY SKILLS AND EXPERIENCE/ V19 EFFORT/V20 FEMALE IMAGE/V21 LEADERSHIP/ V22 FRATERNIZATION/V23 SINGLE PARENTS/ V24 TEAMWORK/V25 ALLOWED THIS ASSIGNMENT/ V26 WORK EFFECTIVELY/V27 WILL NOT DISRUPT ITEM1 STRENGTH/ITEM2 SIZE/ITEM3 HANDGRIP/ ITEM4 COORDINATION/ITEM5 ARM-LEG LENGTH/ ITE'16 ENDURANCE/ITEM7 MENSES/ITEM8 PREGNANCY/ ITEM9 HYGIENE/ITEM10 PROFILE/ITEM11 EMOTION/ ITEM12 STRESS/ITEM13 CONFIDENCE/ ITEM14 GAINS RESPECT/ITEM15 TOUGHNESS/ TTEM16 AGGRESSIVENESS/ITEM17 MECHAVICAL SKILL/ ITEM19 EFFORT/ITEM20 FEMALE IMAGE/ ITEM21 LEADERSHIP/ITEM22 FRATERNIZATION/ ITEM23 SINGLE PARENT/ITEM24 TEAMWORK/ ITEM26 WORK EFFECTIVELY/ITEM27 WILL NOT DISRUPT/ AG AGE CLUSTER/ MOSTING PHOS LIST NOT IN DHOS/ DWDS HOUTHS IN DUTYHES/SUBMEN SUPERVISED BY WOMEN/ SUPMON SUPERVISED HOMEN! PEERMON WORKED WITH WOMEN/ MAN TO SEE THE PROTECTION OF THE PERMONENT OF T MOSTNG SCHOOL TRAINED MOS! VSUM YTUC YTCSCM TRADUDS TRADITIONAL MOS/ SEX GENDER/ AG (1)17-20YR (2)21-25YR (3)26-30YR (4)31-35YR (5)36-40YR (6)41-45YR (7)46 AND DVER/ RACES (1) BLACK (2) WHITE (3) OTHER/DMOS (1)1-6HD (2)7-1240 (3)13-1840 (4)19-24MD (5)25-36MD (6)37-48MD (7)49-6040 (3)6T60/SUBMON (1)0M0 (2)1-6MC (3)7-1247 (4)13-18HD (5)19-24HD (6)25-36HD 1716T36/SUPMON (110MU (2)1-6MG (3)7-12MD (4)13-1847 (5)19-2440 (6)25-36HD (7)6T36/ PEERMON (1)0HC (2)1-6HD (3)7-12HD (4)13-16HD (5)19-24HD (6)25-36HD (7)GT36/ SEX (1)MALE (2)FEMALE/V1 TO V27 (1)AGREE (2) DISAGREE/ITEM) TO 1TEM27 (3)AGREE (4)DISAGREE/ ARMYMON (1)0-6HD (2)7-12HD (3)13-18HD (4)19-24MD (5)25-30MD (6)31-36MD (7)37-42MD (8)43-48MD (9)49-54MD (10)55-60MD (11)61-66MD (12)67-72MD (13)73-78HD (14)79-84HU (15)85-90HD (16191-96HD (1716796/ TRACMOS (1)71 ADMIN (2173 FINANCE

WAR LABELS

VALUE LABELS

V12 STRESS/V13 CONFIDENCE/V14 GAINS RESPECT/

MEDICAL/ GRADE (1)E-1 THRU E-4 (2)E-5 THRU E9 PERSON'L 14191 (310-1 THRU D-2 (4)0-3 (5)0-4 THRU 0-6/ MISSING VALUES CASE TO TYPCD(9.'09','0009')
MISSING VALUES PRNTUNT(99)/BRNCH(99)

THIS PAGE IS BEYOU THEY TRADEFOLDED.

ONE OF THE PROPERTY LAND HOLLE

Questionnaire Program

```
W1T11.T2000.CM140000.SPUU.
TASK, TN=W1TA, TA=44698, DS=ATCPSA, TR=TS, PI=KESSLER.
ATTACH, GTFILE, QUESTS, ID-WITA.
REQUEST, SVFILE, OPF.
ATTACH. SPSS.
SPSS.
CATALOG, SVFILE, QUESTS, ID=WITA.
NUMBERED
                   YES
                   ADD SUBFILES -- QUESTS
RUN NAME
GET FILE
                   QUESTS
INPUT MEDIUM
                   CARDS
ADD SUBFILES
                   'SF82'(410)
INPUT FORMAT
                   FIXED (F5.0,F1.0,A2,2X,F2.0,5F1.0,A2,A4,F2.0,2X,
                   F1.0.4F2.0.F1.0.A4,26F1.0,13X/10X,26F1.0,9F1.0)
COMPUTE
                   SNGLPRNT = 0
16
                   I (MARITAL NE 2) AND (CHILDRN GT O
                   AND CHILDRN LT 9))
                   SNGLPRNT = SNGLPRNT + 1
                   (YRDFSVC GE O AND YRDFSVC LE 3) YRSDFSVC=1
(YRDFSVC EQ 4 DR YRDFSVC EQ 5) YRSDFSVC=2"
IF
IF
1F
                   ((YROFSVC GE 6 AND YROFSVC LE B) DR
                   (YROFSVC EQ 101) YRSDFSVC=3
1F
                   (YROFSVC GE 11 AND YROFSVC LE 15) YRSDFSVC=4
IF
                   (YRDFSVC GE 16 AND YRDFSVC LE 201 YRSUFSVC=5
IF
                  (YRDFSVC GE 21 AND YRDFSVC LE 25) YRSOFSVC=6
(YRDFSVC GT 26) YRSOFSVC=7
IF
                   (SURND EQ 0) SUBNON-1
IF
IF
                  ISUBNO GE 1 AND SUBNO LE 61 SUBNON=2
                  ((SUBNO GE 7 AND SUBNO LE 8) DR
IF
                  (SUBNO GE 10 AND SUBNO LE 12)) SUBNON=3
                  (SUBMO GE 13 AND SUBMO LE 18) SUBMON=4
(SUBMO GE 19 AND SUBMO LE 24) SUBMON=5
IF
IF
IF
                  ISUBAD GE 25 AND SUBMO LE 361 SUBMON-6
15
                  (SUBNO GT 36) SUBNON-7
IF
                  (SUPMD EQ O) SUPMON-1
IF
                  (SUPMD GE
                                1 AND SUPMO LE 61 SUPMON=2
                  ((SUPMD GE 7 AND SUPMD LE 8) DR
IF
                  (SUPNO GE 10 AND SUPNO LE 12)) SUPNON=3
                  (SUPMO GE 13 AND SUPMO LE 18) SUPMON=4
(SUPMO GE 19 AND SUPMO LE 24) SUPMON=5
(SUPMO GE 25 AND SUPMO LE 36) SUPMON=6
(SUPMO GT 36) SUPMON=7
IF
IF
IF
15
15
                  IPEERNO EQ O) PEERMON-1
IF
                  IPEERNO GE 1 AND PEERNO LE 6) PEERNON=2
IF
                  ((PEERMO GE 7 AND PEERMO LE 8) DR
                  (PEERMO GE 10 AND PEERMO LE 12)) PEERMON=3
                  (PEERMO GE 13 AND PEERMO LE 18) PEERMON-4
(PEERMO GE 19 AND PEERMO LE 24) PEERMON-5
(PEERMO GE 25 AND PEERMO LE 36) PEERMON-6
IF
IF
IF
IF
                  (PEERMO GT 36) PEERMON-7
11
                  (AGE LT 17) AGES=0
                  IAGE GE 17 AND AGE LE 201 AGES=1
                  (AGE GE 21 AND AGE LE 25) AGES=2
IF
IF
IF
                  IAGE GE 31 AND AGE LE 351 AGES-4
```

1 1 1 7 P. 15

TAGE GE 36 AND AGE LE 401 AGES=5

```
TAGE GE 41 AND AGE LE 451 AGES=6
                                                                               IAGE GT 451 AGES=7
 1F
                                                                           (AGE GT 45) AGES= /
(MUS EQ '071C' DR
MUS EQ '071L' DR
MUS EQ '071H' DR
MUS EQ '071D' DR
MUS EQ '071D' DR
MUS EQ '071E') TRADMUS = 1
 16
                             MOS EQ '073D' DR
MOS EQ '075B' OR
MOS EQ '075B' OR
MOS EQ '075C' DR
MOS EQ '075C' DR
MOS EQ '075E' DR
MOS EQ '075E' DR
MOS EQ '075Z') TRADMOS=3
(MOS EQ '042D' DR
MOS EQ '091E' DR
MOS EQ '091C' DR
MOS EQ '091C' DR
MOS EQ '091F' DR
MOS EQ '091B' DR
MOS EQ '091B' DR
                                                                              MDS EQ '073D' DR
 IF
1F
                                                  MUS EQ '042C' UR

MUS EQ '091B' UR

MUS EQ '091J' DR

MUS EQ '091L' UR

MUS EQ '091V' UR

MUS EQ '091V' UR

MUS EQ '091V' DR

MUS EQ '091V' DR

MUS EQ '091B' DR

MUS EQ '091S' DR

MUS EQ '091S' DR

MUS EQ '013B' DR

TNGMUS EQ '013B' DR

TNGMUS EQ '013C' DR

TNGMUS EQ '013C' DR

TNGMUS EQ '013C' DR

TNGMUS EQ '014A' DR

TNGMUS EQ '014A' DR

TNGMUS EQ '014A' DR

TNGMUS EQ '014B' DR

TNGMUS EQ '014C' DR

TNGMUS EQ '100C' DR
                                                                             MOS EO '0918' OR
IF
1F
IF
```

THIS PAGE IS AMAS QUALITY SPACELULE.

```
TNGMOS EQ '211A' DR
                                           TNGMOS EQ '214E' OR
                                           THEMOS EQ '2146' DR THEMOS EQ '241F') CMF=4
                                           ITNGHOS EQ '2218' DR
 IF
                                           TNGHOS EQ '222B' OR
                                           TNGMOS EO '223C' DR
                                           TNGMOS EQ '2230' DR
                                         TNGMOS EQ '2230' DR
TNGMOS EQ '2248' DR
TNGMOS EQ '2518' DR
TNGMOS EQ '251C' DR
TNGMOS EQ '251C' DR
TNGMOS EQ '251D' DR
TNGMOS EQ '361A') CMF=5
(TNGMOS EQ '025A') CMF=6
(TNGMOS EQ '025A') CMF=6
(TNGMOS EQ '015A' DR
                  TNGMOS EQ '251C' OR
TNGMOS EQ '251D' OR
TNGMOS EQ '361A') CMF=5
(TNGMOS E. '025A' DR
TNGMOS EQ '025A') CMF=6
(TNGMOS EQ '015A' DR
TNGMOS EQ '015A') CMF=7
(RANK EQ 'E3' DR
RANK EQ 'E4') GRADE=1
(RANK EQ 'E6') GRADE=2
(RANK EQ 'E6') GRADE=2
(RANK EQ 'E7' DR
RANK EQ 'E8' DR
RANK EQ 'E8' DR
RANK EQ 'W1' GRADE=4
(RANK EQ 'W1') GRADE=5
(RANK EQ '04') GRADE=5
(RANK EQ '04') GRADE=6
(RANK EQ '03' DR
RANK EQ '03' DR
RANK EQ '04') GRADE=6
(RANK EQ '04') GRADE=6
(RANK EQ '04') GRADE=7
MOS ('000X'=0009)/TNGMOS ('000X'=0009)
 14
 1F
  IF
 1 F
  1 F
 IF
RANK EQ '06') GRADE=7

RECUDE MDS ('000X'=0009)/TNGMOS ('000X'=0009)

RECODE V1 TO V26 (1=2)(2=1)(9=0)(3=-1)(4=-2)/

RECUDE RANK (01,'/1'='01')

RECODE RANK (02,'/2'='02')

RECODE RANK (03,'/3'='03')

RECODE RANK (04,'/4'='04')

RECODE RANK (05,'/5'='05')

RECODE RANK (06,'/6'='06')

ITEM1 TO ITEM26 (1=2)(2=1)(9=0)(3=-1)(4=-2)

VALUE LABELS VRSUFSVC (110-3 (2)4-5 (3)6-10

(4)11-15 (5)16-20 (6)21-25
                                           (7)GT 26/
                                          GENDER (1) MALE (2) FEMALE/EDUC (1) LESS THAN HIGH SCHOOL (2) HIGH SCHOOL (3) SDME COLLEGE (4) COLLEGE GRAD
 VALUE LABELS
                                                                                                                                                                                                       00060190
                                          (5)GRAD SCHOOL/RACE (1)BLACK (2)WHITE (3)DTHER/
MARITAL (1)SINGLE (2)MARRIED (3)SEPARATED (4)DIVORCED
                                                                                                                                                                                                       00000200
                                                                                                                                                                                                       00000210
                                           (5)WIDOWED/V1 TO V26 (2)STRONGLY AGREE (1)AGREE
                                                                                                                                                                                                       00000220
                                           (O)NO OPINION
                                          (-1)DISAGREE (-2)STRONGLY DISAGREE/ITEM1 TO ITEM26 (2)STRONGLY AGREE (1)AGREE (-1)DISAGREE
                                          (O)NO OPINION
                                          1-21STRONGLY DISAGREE/
                                          TRADHOS (1)71 . ADMIN (2)73 FINANCE
```

THE PAGE IS SEVER OF THE STREET STATES AND THE

```
PERSON'L (4)91
                                                           MEDICAL/
                   13175
                   SNGLPRNT (DIND (1)YFS/
                   AGES (1)17-20
                   (2)21-25 (3)26-30 (4)31-35
(5)36-40 (6)41-45 (7)GT 45/
                   GRADE (1)E3-E4 (2)E5-E6
                   (3)E8-E9 (4)W1-W4
(5)01-D2 (6)03-04
                   (7)35-06/
VALUE LABELS
                   SUPMON (1) NONE (2)1-6
                   (3)7-12 (4)13-18 (5)19-24
(6)25-36 (7)6T 36/
                   SUBMON (1)NONE (2)1-6
                   (3)7-12 (4)13-18 (5)19-24
                   (6)25-36 (7)GT 36/
PEERMON (1)NONE (2)1-6
(3)7-12 (4)13-18 (5)19-24
(6)25-36 (7)GT 36/
SUPMON MONTHS SUPERVISED WOMEN/
                   16125-36 (7)GT 36/
VAR LARELS
                   SUBMON MONTHS SUPERVISED BY WOMEN/
                   PEERMON MONTHS WORKED WITH WOMEN!
                   YRSDFSVC YEARS OF SERVICE/
CASE CASE NO/SEQ CARD NG/EDUC EDUCATION/
CHILDRN CHILDREN/MOSMO MONTHS IN GUTY MOS/
00000130
                   YRSDESVC YEARS OF SERVICE!
                   UNITTYP UNIT TYPE!
                   SUPMO HO SUPERAD A WOMAN/PEERMS WORK"D WITH WOMAN/ OGOCO16C WKINMOS WORKING IN MOS/TNGHOS SCHOOL TRAINED MOS/
                   VI STRENGTH/V2 PHYSICAL SIZE/V3 HAND OR GRIP SIZE/
V4 COURDINATION/V5 ARM OR LEG LENGTH/V6 ENDURANCE/
V7 FEMALE PERIODS/V8 EFFECTIVE IF PREGNANT/
V9 FEMALE HYGIENE/V10 NOT COMPANY
                                                                                     00000231
                                                                                    00000232
                   V9 FEMALE HYGIENE/VIO NOT ON PROFILE MORE THAN MEN/
                                                                                           00000234
                   V11 EMOTIONAL CONTROL/V12 WORK UNDER STRESS/
                                                                                           00000235
                   V13 SELF CONFIDENCE/V14 TOUGHNESS/V15 GAIN RESPECT/
                                                                                           00000236
                   V16 AGRESSIVENESS/V17 MECHANICAL ABILITY/
                                                                                         00000237
                   V18 SKILLS AND EXPERIENCE/V19 EFFORT/V20 SELF IMAGE/
                   V21 LEADERSHIP/V22 FRATERNIZATION/
                   V23 EFFECTIVE SINGLE PARENT/
                   V24 TEAMWORK/V25 DO THIS JOB WELL/V26 ALLDWED TO DO THIS 00000240
                   JOB/ITEM1 STRENGTH / ITEM2 PHYSICAL SIZE/ITEM3 HAND GR GRIP000002
                   IP SIZE/ITEM4 CODDINATION/ITEMS AR4 OR LEG LENGTH/
                   ITEM6 ENDURANCE/ITEM7 FEMALE PERIODS/ITEM8 EFFECTIVE IF PODDG0243
                   REGNANT/ITEM9 FEMALE HYGIENE/ITEM10 NOT ON PROFILE MORE T
                                                                                      00000245
                   HAN MEN/ITEM11 EMOTIONAL CONTROL/
                   ITEM12 WORK UNDER STRESS/ITEM13 SELF CONFIDENCE/
                                                                                     00000246
                   ITEM14 TOUGHNESS/ITEM15 GAIN RESPECT/ 000G0247
ITEM16 AGRESSIVENESS/ITEM17 MECHANICAL ABILITY/ 0000024H
ITEM18 SKILLS AND EXPERIENCE/ITEM19 FFFORT/ 00000249
ITEM20 SELF IMAGE/ITEM21 LEADERSHIP/ 00000250
ITEM22 FRATERNIZATION/
                   ITEM22 FRATERNIZATION/
                   ITEM23 EFFECTIVE SINGLE PARENT/
ITEM24 TEANWORK/ITEM25 DO THIS JOB WELL/
ITEM26 ALLOWED TO DO THIS JOB/
MOS DUTY MOS/
                   MOS DUTY MOS/
                   TRADMOS TRADITIONAL FEMALE MOS/
SNGLPRNT SINGLE PARENT/
CASE TO LIENZALE 1000011
MISSING VALUES CASE TO ITEM2619, '09', '0009')
```

LINE PAGE ST REST CVALCTY PRESTY.

METER CHIEF

人名英格尔格尔本森 人名西拉德拉克尔

THIS PAGE IS BEST QUALITY PRACTICABLE FROM COPY FURNISHED TO DDC

```
PRINT FURMATS RANK (A)/MDS (A)/TNGMOS (A)/LOCATION (A)
RUN SUBFILES ('SF82')
FREQUENCIES GENERAL = TNGMOS
OPTIONS 6
READ INPUT DATA
FREQUENCIES GENERAL = TNGMOS
OPTIONS 6
SAVE FILE COMPRESSED
FINISH
W
V
```

APPENDIX K SUMMARY OF WITA EVALUATION COST (1 Aug 77 - 15 Mar 78)

	(\$000)
Civilian Personnel	\$ 19.4
Travel and Per Diem	147.5
Equipment Rental	4.3
Equipment Maintenance	4.8
Supplies	
	\$179.3

	(<u>Man-Years</u>)			
	Administrative	Professional		
Civilian	1.2	.7		
Military	<u>1.4</u>	14.6		
	2.6	<u>15.3</u>		

APPENDIX L

REFERENCES AND STATE OF THE PROPERTY OF THE PR

ny	Sid-Acc. Assignment and Utyl washing officers, ush 65, as I
gulation 37-59	Command Analysis of Operations, and Maintenance, Army, Aug 74
40-3	Medical Services, Sep 73, as changed
40-501	Standards of Medical Fitness, Dec 60, as changed
55-46	Travel of Dependents and Accompanied Military and Civilian Personnel To and From Overseas Areas, Oct 75
190-4	Uniform Treatment of Military Prisoner
190-9	Military Absentee and Deserter Apprehension Program, Mar 72 as changed
190-34	Correctional Custody, Jul 75, as changed
190-38	Detention Standards, Jun 74
190-47	Correctional System, Dec 75, as changed
210-16	Bachelor Housing Management, Jul 75, as changed
210-50	Family Housing Management, Jan 71, as changed
350-1	Army Training, Apr 75
600-3	Women's Army Corps - General Provisions, Jun 76
600-9	Physical Fitness and Weight Control Progress, Nov 76
600-200	Enlisted Personnel Management System, Jan 75, as changed
601-210	Regular Army Enlistment Program, Jan 75, as changed
601-280	Army Reenlistment Program, Aug 75, as changed
611-1	MOS Development and Implementation, Apr 76, as changed
611-101	Commissioned Officers Specialty Classification System, Nov as changed
611-112	Manual of Warrant Officer MOS, Jun 61, as changed
611-201	Enlisted Career Management Fields and Military Occupational Specialties, Oct 73, as changed

618-5	POR Qualification, Apr 73, as changed		
614-30	Oversea Service, Jan 76		
614-100	Assignment and Utilization - Officers, Jan 69, as changed		
614-101	Officer and Warrant Officer Reassignment Policy, Nov as changed	71,	
614-200	Enlisted Personnel Selection, Training and Assignment System, Jun 70, as changed	t _{er} ça	
630-5	Leave, Passes and Administrative Absences, Jun 75, as changed		
635-1w	Personnel Separation - Officer Personnel, Feb 69, as changed		
635-120	Personnel Resignation - Officer Personnel, Apr 68, as changed	1-091 8-081	
635-200	Enlisted Personnel, Jul 68, as changed		
670-30	Female Personnel, Oct 75		
700-84	Issue and Sale of Personal Clothing, Jan 74, as chang	jed of Full I	
Circulars 6-20-10	FIST, The Fire Support Team, undated	10-sel	
DA Pam 27-100-67	Military Law Review, Vol 67, 1975	rate in the second	
140-7	The Role of the Reserve in the Total Army (a bibliography), Aug 77	-YeV	
600-3	Officer Professional Development and Utilization, Sep	77	
600-4 Boxosas	Army Medical Department Officer Professional Development, May 77	4-000 005-006-	
600-31	Personnel Survey Attitude and Opinion Development Gui Aug 75	de,	
TRADOC . 350-30	JOB DATA WORKSHEET: All draft and published task lists on MOS as of 1 Sep 77 were analyzed by EWITA	985-398 1-739	
Field Manual 22-100	Military Leadership, 1973	tur-its	
35-2u	Physical Fitness (Female Personnel), Feb 75, as chang	ed i i - i i i	

n.A. Cia

Commanders Digest

Vol 20, No. 15, 1 September 1977

of usage, manders, on land to, subsectif induction whose to

Commander's

All draft and published field manuals for MOS available as of 1 Sep 77 were analyzed by EWITA

Guide for Commanders and Supervisors of Women in the Army, 24th Inf Div, 1 September 1977

Soldier's Manual

All draft and published field manuals for MOS available as of 1 Sep 77 were analyzed by EWITA

Other CTA 50-900

Clothing and Individual Equipment

TOE

Tables of Organization and Equipment for all Category I units current as of 1 Sep 77 were reviewed.

TAKESSI

Troop List

HQ DA, Force Accounting System Active Army Troop List (Confidential), 30 Sep 77

COM CADRIDO AND ALINE TO ALL DOCKETA CONTROLS

Special Rpt

of ented galues to

sed W. Mersh

List of Active Duty TOE Unit (Facts), (Confidential), 13 Oct 77, prepared by Management Systems Support Agency, HQDA

Letters

HUDA, OCAR, Memorandum for Vice Chief of Staff, 30 Jan 76, subject: USAR WAC Civilian Acquired Skills Program -- Information Memorandum

HUDA, DAPE-MDE-CS, 28 Jun 77, subject: Women in the Army

USAADMINCEN, ATZI-DCO, 11 Jul 77, subject: Proponency for Women in the Army

HQDA, OTSG, 14 Jul 77, subject: Report of Pregnancy

HQDA, DAPE-MPE-CS, 10 Aug 77, subject: Directive for Evaluation of Homen in the Army (EWITA)

HQDA, (DAPE-MPE-PS), 7 Uct 77 Policy, Memorandum, subject: Revised Policies for Pregnancy and Dependency Care

HQDA, D-WAC, 8 Nov 78, DF, subject OB/GYN Service; Field Sanitation

HUDA, DAPC-EPT-A, 9 Jan 78, subject: Request for Women to Participate in a Study of Cyclic Variation of Performance Capabilities

HQ, USAREC, USARCMSA, 26 Jan 78, subject: Input for Women in the Army Study

Messages 241507Z

HQDA, DAPE-MPE-CS, Aug 77, subject: Evaluation of Women in the Army

U82U58Z

HQDA, DAPE-MPE-CS, Sep 77, subject: Employment of Women Soldiers

W6UBUUZ

CINCUSAREUR, AEAGA-MM, Oct 77, subject: Use of Women in the Army

221436Z

HQDA, DAPE-MPE-DR, Nov 77, subject: Deployability of Pregnant Service Members

2U2U46Z

CDRTRADOC, ATTNG-TD-CA, Dec 77, subject: MOS Physical TASK List

23U44UZ

SECDEF, OASOPA, Dec 77, subject: DOD News Briefing

Studies

anegoner at 1

Anthropometry of Women in the Army . 1977: Reports No. 2 (TR 77/U24) and No. 5 (TR 77/U29); Clothing, Equipment, and Materials Engineering Laboratory, U.S. Army Natick Research and Development Command, Natick, MA

Attitudes Toward Women and Managers, USA War College Research Paper, Botts, John H., et al, USAWC, 1975

Background Study - Use of Women in the Military. Dept. of Defense, Washington, DC, 1977

Beginning Months of Coeducation at the USAF Academy, USAFA, L. De Fleur and D. Gillman, draft, 1976

Cadet Attitudes During the Admission of Women to the USAF Academy, USAFA, W. P. Marshak, D. Gillman and L. De Fleur, unpublished, 1976

Differences Between Males and Females of Military Age in Response to Cold and Hot Environments, Burse, R., presented at USANARADCOM, Natick, MA, 16 Dec 75

Differential Perceptions of Organizational Climate Held by Navy Enlisted Women and Men, Durming, K., Navy Personnel Research and Development Center, Aug 76

Identifying Jobs Suitable for WAC Assignment. TAGO, Research Study, Aug 5

Integration of the US Air Force Academy: Changing Roles for Women, USAF Academy, L. De Fleur, D. Gilman, and W. Marshal, draft, 1977

Interacting With Women, Segal, D. R. and Woeltel, J. C, USARI Research Memorandum 76-5, 1976

MOS Task Listing, 1977, prepared by U.S. Infantry School, Ft. Benning, GA

A Proposal to Develop a Conceptualization/Instrumentation for Measuring Attitudes Toward Women in the Army. USARI, Washington, D.C., 1973

Preliminary Version of a Scale to Measure Sex-Role Attitudes in the Army, ARI, Washington, D.C., 1976

il zagylasindi

ROTC Cadets: Attitudes Toward Women in the Army, Mohr, E. S., USARI Research Memo 77-6, 1977

Social Problems of Enlisted Women in the USAF Craft Skills, Cook. S. J. & Wilkey, D. R., USAF Institute of Tech., Jun 77

Soldier's Attribution of Contemporary U.S. Traditional Sex-Role Attitudes to Themselves and to Others, Savell, J. M. & Collins, Barry, USARI, Research Memorandum 75-7, 1975

United States V. Free, 14 C.M.R. 466 (N.B.R. 1953)

United States V. Livingston, 8 C.M.R. (A.B.R. 1952)

United States V. Lovejoy, 20 USCMA 18, 42 C.M.R. 210 (1970)

United States V. Pitasi, 20 USCMA 601, 44 C.M.R. 31 (1971)

Use of Women in the Military, Office of the Assistant Secretary of Defense, 30 Mar 77

Utilization of Women in the Army, Final Task Force Report, MILPERCEN, 3U Jun 77

Utilization of Military Women (A Report of Increased Utilization of Military Women - FY 19/3-19/7), Department of Defense, 1972

Women in the Army Study Group, The Final Report of, UDCSPER, DA, Washington, 1977

Women in the Armed Forces, DACWITS, Department of Defense, Washington, D.C., 1976

<u>Women in the Army - REFORGER 77 (REF WAC 77)</u>, Army Research Institute, 30 Jan 78

Women on Patrol: A Pilot Study of Police in New York City, Vera Institute of Justice, New York, NY, 1977

Women Soldiers in Korea: Commander's Viewpoints - Troop Viewpoints, Army Research Institute, Cowings, J., et al, Washington, D.C., 1977

Survey

Army Recruit Probe Survey 17, Sep-Oct 1977, HQ, USA Recruiting Command

Authors/Titles

杨延长张平安。

Adams, R. B., et al, <u>Selected Approaches for Maximizing Combat Arms Non-prior Service Accessions</u>, Army War College, Carlisle Barracks, PA, 1974

Almquist, Elizabeth M. "Career Counseling for Women in 1884. The more total view," <u>Vocational Guidance Quarterly</u> 1975

Almquist, Elizabeth M. (N. Texas State U) "Sex Stereotypes in Occupational Choise: The Case for College Women." <u>Journal</u> of Vocational Behavior 1974

Arbogast, Kate A. The Supply of Women Enlistees and Their Utilization in the Navy / by Kate A. Arbogast and Charles T. Stewart, Jr. Washington: The George Washington University Graduate School of Arts and Sciences, 1976

Ayer, N. W., A Study of Attitudes Toward Enlistment in the Women's Army Corps, Consumer Research Dept., N. W. Ayer & Son, Inc., 1972

Banderet, L. E. and Pharr, P. W., "Male-Female Similarities in Self-Rated Symptomology and Mood at 4300M," Unpublished paper, USARIEM, Natick, Ma., 1977

Barrett, Gerald V. A Longitudinal Field Study Comparing a Multiplicative and an Additive Model of Motivation and Ability / Gerald V. Barrett, et al, Akron, Ohio: University of Akron.

Bartholomew, Charles W. Personal Value Systems and Career Objectives of Men vis a vis Women Air Force Officers / by Lt. Col. Charles W. Bartholomew, Maxwell Air Force Base, AL: Air University, 1973

Batts, John H., et al. The Roles of Women in the Army and Their Impact on Military Operations and Organizations / by Lt. Col. John H. Batts and others.--Carlisle Barracks, PA: U.S. Army War College, 1975

Baxter, Sam (London) Labour and Orgasm in Primiporae, Journal of Psychosomatic Research 1974 Bem, S. L. and Bem, D. J., "Case Study of a Non-Conscious Ideology, Training the Woman to Know Her Place," In D. J. Bem (ed.), Beliefs, Attitudes and Human Affairs, Belmont, Calif: Brooks/Cole, 1970

Bem, S. L. <u>Psychology of Women:</u> Future Directions of <u>Research</u> Psychological Dimension in Press

Benkin, M. and Bach, S., Women and the Military Studies in Defense Policy, The Brookings Institution, Wash., D.C.

Bennis, W. G., K. D. Bennis, and R. Chin. The Planning of Change, Holt, Rinehart, Winston, Inc, New York, 1969

Binkin, Martin and Bach, Shirley J., Women and The Military, The Brookings Inst., 1977

Birtchnell, John and Floyd, Sandria. Further Menstrual Characteristics of Suicide Attemptors. <u>Journal of Psychosomatic Research</u> 1975

Block, J. H. "Conceptions of Sex Role: Some Cross Cultural and Longitudinal Perspectives," American Psychologist, 1973, Vol 28, pp 512-526

Bode, William and Kautz, Bonnie L. An Evaluation of a Proposal to Expand the WAF Program by Bonnie Kautz and William Bode. Washington: Headquarters, U.S. Air Force, Directorate of Personnel Planning, 1969

Boening, S. S., The Equal Rights Amendment and the United States Army, Air University, Maxwell Air Force Base, Alabama, 1977

Boyd, H. Alton, et al. <u>Performance of First-Tour WAC Enlisted Women</u>: Data Base for the Performance Orientation of Women's Basic Training / H. Alton Boyd and others.—Alexandra, VA: Human Resources Research Organization, 1975

Broverman, I. K., Broverman, D. M., Clarkson, F. E., Rosenkrante, P. and Vogel, S. R., "Sex-role Stereotypes and Clinical Judgement of Mental Health," <u>Journal of Consulting and Clinical Psychology</u>, No. 34, 1-7, 1970

Burse, R. L., et al. Differences between Males and Females of Military Age in their Physiological Response to Cold and Hot Environments. USARISM Papers presented at In-Process Review for Women's Cold-Weather Field Clothing. Natick, MA, 16 Dec 1975

SHADETO

は予えないのういだ

Burton, William H., "Basic Principles - In Good Teaching Learning Situation." Reading in Human Learning. Edited by L. D. and Alice Crow. New York, McKay, 1963

Calene, Mary Lou, CDR, USN, <u>Changing Acceptable</u>
Occupations for Military and Civilian Women: The Effects
of Two World Wars, Naval Postgraduate School, Mar 75

Capps, Thomas E. (Maj) Physical Capacity of Females to Perform Heavy Craft Skills in the US Air Force. Research Study, Air University, Air Command and Staff College, AL. Report No. U39U-77 (AD 8U19584), 7 Jul 1977

Castle, Michael John. Women (and men) in the U.S. Army: A Study in Optimal Utilization by Cpt. John Michael Castle.--Monterey, CA: Naval Postgraduate School, 1976

Clauser, Charles E., Pearl Tucker, John T. McConville, Edmund Churchill, Lloyd L. Laubach and Joan Reardon - Anthropometry of Air Force Women AMRL-TR-70-5, Wright Patterson Air Force Base, Ohio (AD 743 113), 1972.

Coates, C. H., and Pellegrin, R. T. <u>Military Sociology A</u>
Study of American Military Institutions and Military Life.
University Park, Maryland. The Social Science Press, 1965

Consolazio, C. F., Johnson, R. E., and Pecora, L. J., Physiological Measurements of Metabolic Function in Man. New York: McGraw-Hill, 1963

Coye, B., et al. "Is There Room for Women in Navy Management: An Attitudinal Survey." <u>Naval War College</u> Review, 1973

Craighill, Margaret D., "Women in the Armed Forces," American Journal of Psychiatry 1947

Day, D. R. and Stogdill, R. M., "Leader Behavior of Male and Female Supervisors: A Comparative Study." Personnel Psychology 1972

Day, D. R. and Stogdill, R. M., "Leader Behavior of Male and Female Supervisors: A Comparative Study." Personnel Psychology Groups, Speech Monographs 1975

Deaux, K., and Enswiller, T., "Explanations of Successful Performance on Sex Linked Tasks: What's Skill for the Male is Luck for the Female," <u>Journal of Personality and Social Psychology</u>, 1973, 29, 8U-85

Deaux, K. and Taynor, J., "Evaluation of Male and Female Ability: Bias Works Two Ways," <u>Psychological Reports</u>, 1973, 32, 261-262

Deutch, C. and Gilbert L., "Sex Role Stereotypes: Effect on Perceptions of Self and Athens and on Personal Adjustment," <u>Journal of Counseling Psychology</u>, Vol 23, No. 4, 1976

Dickerson, Verna J. The Role of Women in the Defense Force of Israel / by Colonel Verna J. Dickerson.--Carlisle Barracks, PA: U.S. Army War College, 1974

Dinsmore, John C. Women as Cadets: An Analysis of the Issue / by Maj. John C. Dinsmore.--Maxwell Air Force Base, AL: Air University, 1974

Dixon, R. B., "Measuring Equality Between the Sexes," Journal of Social Issues, 1976, 32, 19-32

Dohrenwent, B. P. and Dohrenwent, B. S., Social Status and Psychological Disorder: A Causal Inquiry, Wiley, New York, 1969

Drinkwater, B. L., Denton, J. E., Kupprat, I. C., Talag, T. S., and Horwath, S. M., "Aerobic Power as a Factor in Women's Response to Work in Hot Environments," <u>Journal of Applied Physiology</u>.

Drinkwater, B. L. "Physiological Responses of Women to Exercise," Exercise and Sport Sciences Reviews, Vol 1 J. H. Wilmore, (Ed) New York Academic Press 1973

Edwards, M. R., The All-Volunteer Force: Has the National Interests Been Better Served?, Air War College, Maxwell AFB, AL. 1976

Responses to Work During Acute Exposure to Moderate Altitude, Unpubl Dissertation, Univ. New Mexico, Albuquerque, 1976

Ember, M. and Ember, C.R. "The Conditions Favoring Matrilocal Versus Patrilocal Residence", American Anthropologist, 1971, 73, 571-594

Erskine, H. "The Polls: Women's Role" Public Opinion Quarterly, 1971

Eysenck, H. J. and Eysenck, S. BG., Manual of the Eysenck Personality Inventory, University of London Press, London, 1964

Fidell, L. S. "Empirical Verification of Sex Discrimination in Hiring Practices in Psychology" American Psychologist 1970

Fitzmaurice, F. E., "Mountain Sickness in the Andes." Journal of the Royal Medical Service, 1920, 6, 403-407.

Foley. Mark. An Investigation on Some Relationships Between Organizational Climate, Career Expectations, and Job Satisfaction in the Military. North Carolina State University, Raleigh, N.C., 1977

Follett, George L., Lady Soldiers in the 1970's, Carlisle Barracks, PA: U.S. Army War College, 1974

Fox. R. H. "Comparison of Thermoregulatory Function in Men and Women," Journal of Applied Physiology, Apr 69

French, E., and Lesser, G. S. Some Characteristics of the Achievement Motive in Women. Journal of Abnormal and Social Psychology, No. 68, 119-128, 1964

Frieze, I. H., S. J. Ramsey, Nonverbal Maintenance of Traditional Sex Role, Journal of Sociological Issues, No. 3, 1976

Fuller, Carol H., The Role of Women in the Navy: A Study of Attitudes and Scale Development / Carol H. Fuller .--Washington, D.C.: Naval Personnel Research and Development Laboratory, 1973

Goldberg, P. H., "Are Women Prejudiced Against Women?," Transaction, 1968, 5, 28-30

Goldman, N. I. and Segal, D. R., The Social Psychology of Military Service, Sage Publications, Beverly Hills/London,

Gordon, F. E. and Hall, D. T., "Self Image and Stereotypes of Femininity," Journal of Applied Psychology, 1974, 59,, 241-243

Granger, B. H., Evidence Supporting Military Service by Women Air Force Pilots WW II, Palm Springs, CA, 1977

Greenblatt, R. B., Metabolic and Psychosomatic Disorders in Menopause Women, Geriatrics, Vol 10, pp 165-169.

Grollman, A., "Physiological Variations of the Cardiac Output of Man," American Journal of Physiology, 1930, 93, 19-40

Gruba, Glen H., et al, (Univ N. Dakota) MMPI Correlates of Menstrual Distress. Psychosomatic Medicine 1975, 37(3), 265-273

Surel safeotodaya

ritis is not found the stine a facilities of Land the stine

Gunderson, E. K. E., "Epidemiology and Prognosis of Psychiatric Disorders in the Naval Service," <u>Current Topics in Clinical and Community Psychology</u>, 1971, 3, 129-210

Hall, D. T. and Gordon, F. E., "The Career Choice of Married Women: Effects on Conflict, Role Behavior, and Satisfaction," <u>Journal of Applied Psychology</u>, 1974, <u>58</u>, 42-48

Hannah, F., Storm, T. Caird, W. K., Sex Differences and Relationships Among Neuroticism, Extraversion, and Expressed Fears, <u>Perceptual and Motor Skills</u>, Vol 20, pp 1214-1216

Hannon, J. and Sudman, D. M., "Basal Metabolic and Cardiovascular Function of Women During Altitude Acclimatization," <u>Journal of Applied Physiology</u> 1973, 34, 471-477

Harmon, J. P., Shields, M. L. and Harris, C. W.. "High Altitude Acclimatization in Women" The International Symposium on the Effects of Altitude on Physical Performance. R. F. Goddard, (Ed) the Athletic Institute. Albuquerque, 1967

Harris, C. W., "Acute Altitude Sickness in Females,"
Aerospace Medicine, Nov 69

Haslag, W. M. and Hertzman, A. B., "Temperature Regulation in Young Women," <u>Journal of Applied Physiology</u>, 1965, <u>20</u>, 1263-1268.

Hawley, P., "What Women Think Men Think," <u>Journal of</u> Counseling Psychology 1971, 3, 193-199

Hays, S. H., W. N. thomas. <u>Taking Command</u>, Stackpole Books, Harrisburg, PA, 1967

Hertig, B. and Sargent, F., "Acclimation of Women During Work in Hot Environments", <u>Symposium on Temperature</u>
<u>Acclimation</u>, May-June 1963

Hoffman, M. L., "Personality and Social Development."

Annual Reviews of Psychology, 1977

Holoter, H. A. et al, <u>Impact of Navy Career Counseling on</u> Personnel Satisfaction and Reenlistment, <u>Phase 2</u>, System Development Corporation, 1974

Holstrom, L. L. "The Two-Career Family," Cambridge, Mass., Schenkman, 1972.

Horner, M. S. "Toward an Understanding of Achievement - Relating Conflicts in Women." <u>Journal of Sociology</u>. No. 28, 1972

Inceles, A., Coleman; Smelser, N., Annual Review of Sociology, Vol 1, 1975

Organizations. Leadership and Exchange in Formal Organizations. HUMRRO, Alexandria, Va., 1971

Jewett, Ann. <u>Evaluation of Physical Fitness Program for Momen Marines</u>, Camp LeJeune, NC: US Naval Medical Field Research Lab., March 1966

Johnson, Paula, "Women and Power: Toward a Theory of Effectiveness," <u>Journal of Social Issues</u>, No. 3, 1976

Johnson, R. E. "Comparison of Segment Ratio Weights and Segment Centers of Gravity in Living Human Male and Female," Research Quarterly 1976

Kalfs, C. E. and M. S. Lyon. The Female Athlete: Conditioning, Competition and Culture, St. Louis, C. V. Mosby CO., 1973

Kane, John USN LT., "From Pariah to Professional Women on Tugs," <u>Defense Management Journal</u>, Jan 1968.

Kanter, Rosabeth Mess. "Some Effects of Proportions on Group Life: Showed Sex Ratios and Responses to Token Women" American J. of Sociology 1977

Kautz, Bonnie L. An Evaluation of a Proposal to Expand the WAF Program / by Bonnie Kautz and William Bode. Washington: Headquarters, U.S. Air Force, Directorate of Personnel Planning, 1969

Keenan, K. M. Reasons for Joining and Early Termination of Services in WAC / by K. M. Keenan.--Farnborough Hants, England: Army Personnel Research Establishment, 1976

Kidd, T. R. and W. F. Woodman. "Sex and Orientations Toward Winning in Sports," <u>Research Quarterly</u>. 1975

Kidd, J. R., How Adults Learn. New York, Associated Press, 1959

Kilpatrick, Dean G. and Smith, Alma D. (Univ So. Carolina) "Validation of the Spence-Helmrich Attitudes Towards Women Scale," <u>Psychological Reports</u> 1974

Posserver, to the See See- avec-

Massay Schoolsmin

Kinzer, Nora Scott, <u>Historical and Cross-Cultural</u>
Perspectives on <u>Women in Combat</u> / Nora Scott Kinzer.
Arlington, VA: U.S. Army Research Institute, 1976

Koenig, J. D. and Lanigan, J. D. An Analysis of Army Female Accessions / by J. D. Lanigan, D. W. Grissmer, L. D. Koenig. McLean, VA: General Research Corp., 1974

Komarovsky, M. "Cultural Contradictions and Sexual Roles: The Masculine Cases," <u>American Journal of Sociology</u>, 1973, 78, 873-88

Kowal, D. M., Patton, J. F. and Vogel, J. A. "Psychological States and Aerobic Fitness of Male and Female Recruits Before and After Basic Training." To be published in <u>Aviation</u>, Space and Environmental Medicine, (Nov 77)

Lanigan, J. U. et al, An Analysis of Army Female Accessions, General Research, Corp., McLean, VA, 1974

Laubach, Lloyd L. Muscular Strength of Women and Men: A Comparative Study AMRL-TR-32 Aerospace Medical Research Laboratory, Wright Patterson Air Force Base, Ohio, 1976

Laubach, Lloyd L. Comparative Muscular Strength of Men and Women: A Review of the Literature AMRL-TR-75-12U, Aerospace Medical Research Laboratory, Wright Patterson Air Force Base, Ohio, 1976

Lawlis, G. Frank and Crawford, Jim D. (Texas Tech U) "Cognitive Differentiation in Women and Pioneer-Traditional Vocational Choices," <u>Journal of Vocational Behavior</u>, 1975

LeBlanc, L. J. <u>Evaluation of the Elimination of the WAF</u>
<u>Headquarters Squadron</u> / L. J. LeBlanc.--Lackland Air Force
Base, Texas: Air Force Military Training Center, 1974

Leighton, P. C., Harding, J. S., Macklin, D. B., MacMillan, A. M. and Leighton, A. H. <u>The Character of Danger: Psychiatric Symptoms in Selected Communities</u>, Basic Books, New York, 1963

Liberman, Seymour. "The Effects of Changes in Roles on the Attitudes of Role Occupants," <u>Human Relations</u>, Vol 9, 385-402, 1956.

Link, M. M. and Coleman, H. A., <u>Medical Support of The Army Air Force in World War II</u>, Office of the Surgeon General, USAF, Washington, D.C., 1955

Lipman-Blumen, J. How Ideology Shapes Women's Lives.

Scientific American, Jan 1972

18701

for Mos?

isnordad

Lippitt, R., T. Watson, and B. Westley, <u>The Dynamics of Planned Change</u>. Harcourt, Brace, and World, New York, 1958

Little, Betsy and Zahn, T. P. (NIMH, Rockville, MD)
"Changes in Mood and Autonomic Functioning During the
Menstrual Cycle," Psychophysiology 1974

Lloyd, B. and Archer, J., (Ed), Exploring Sex Differences, Academic Press, N.Y., 1976

Lockheed, M. E. and Hall, K. P., "Conceptualizing Sex as a Status Characteristic: Applications to Leadership Training Strategies." <u>Journal of Social Issues</u>, No. 3, 1976

Lubin, B., et al. (Univ Houston) Mood and Somatic Symptoms During Pregnancy, Psychosomatic Medicine 1975

Lynch, E. M., The Executive Suite: Feminine Style, New York, AMACOM, 1973

Maccoby, E. E. and Jacklin, C. N. The Psychology of Sex Differences, Stanford U. Press, Stanford, CA, 1974

MacNeil, Robert, Women in the Military, NYC, NY, July 1977

Magaree, Edwin I., Influence of Sex Roles on the Manifestation of Leadership, <u>Journal of Applied Psychology</u>, 1969, No. 5, 377-382

Mager, M., Francesconi, R., Hubbard, R., and Herstman, P., Report of Visit to Project Brave Shield XVII, 8-12 July, 1977, USARIEM, Trip Report, Natick, Ma.

Mathews, E. "Employment Implications of Psychological Characteristics of Men and Women," In W. E. Katzel and W. C. Byhan (Eds) Momen in the Work Force, Behavioral Publishers, New York, NY, 1972

Maxwell, Jack C., The Role of the Female in Today's Army Reserve Under the Civilian Acquired Skills Program, US Army War College, Carlisle Barracks, PA, 18 Oct 74

Mayo, Peter, <u>Sex Differences and Psychopathology</u>: Exploring Sex <u>Differences</u> B. Lloyd and J. Archer (Ed), Acedemic Press, 1976.

tink, M. M. and Coleman, A. A., Manager Suggest of The

McClelland, D. C., Atkinson, T. W., Clark, R. A., and Lowell, E. L. <u>The Achievement Motive</u>. New York, Appleton-Century-Croft, 1953

McCoby, E. E. and Jacklin, C. N., The Psychology of Sex Differences, Stanford University Press, Stanford, 1974

Mead, Margaret, "A National Service System As a Solution to a Variety of National Problems," in Sol Tax, ed. The Draft: A Handbook of Facts and Alternatives, University of Chicago Press, 1967

Megaree, E. I. Influence of Sex Roles on the Manifestation of Leadership," <u>Journal of Applied Psychology</u>, 1969

Middlebrook, Patricia N., Social Psychology and Modern Life, Bonzoi Book, Alfred A. Knopfinc (pub) 1974.

Money, J. and Ehrhardt, A. A., Man and Woman, Boy and Girl, Baltimore: John Hopkins, 1972

Monosevitz, M. and Lanyon, R. I., <u>The Psychology of Sex Differences</u>, Stanford University Press, Stanford, 1965

Morris, Vernon B. and Seboda, Barbara L, Methods for Enhancing the Military Potential of Selected Manpower Segments / Barbara L. Seboda, Vernon B. Morris, Jr., Charles D. Ward, Columbia, MD: Westinghouse Health Systems, 1974

Nesbit, J. M., <u>History of The Army Nurse Corps in the Philippine Islands Sep 1940 - Feb 1945</u>

Neter, J., et al, <u>Applied Linear Statistical Models</u>, 1974, Table A-1, Cumulative Probabilities of Standard Normal Distribution

Nevill, Dorothy and Damico, Sandra. (U. Florida)
"Development of a Role Conflict Questionnaire for Women:
Some Preliminary Findings," Journal of Consulting and
Clinical Psychology 1974

N. W. Ayer & Son, Inc. Consumer Research Dept, A Study of Attitudes Toward Enlistment in the Women's Army Corps, March, 1972

Officer's Guide, The 37th Edition, Stackpole Books, Harrisburg, PA, 1973, pp 17-19, 285, 286

O'Leary, Virginia E. "Some Attitudinal Barriers to Occupational Aspirations in Women," <u>Psychological Bulletin</u>

2466.1512

Olesen, Virginia (ed.), Women & Their Health: Research Implications for a New Era, National Center for Health Source Research, Rockville, MD, Feb 77

Osborn, Sue (LTC, Ft Jackson) <u>Prevention of Stress</u>
<u>Reactions in Female Basic Trainees</u>, unpublished paper<u>inprogress</u>, Nov 1977

Parsons, Talcott. The Social System. The Free Press, New York, 1951

Patkai, Paula, et al., (Stockholm, Sweden), "Mood, Alertness and Sympathetic-Adrenal Medullary Activity During the Menstrual Cycle," <u>Psychosomatic Medicine</u>, 1974

Periodical, Army Administrator, September/October 1977

Peterson, James A. A Comparison of Two Types of Physical Training Programs on the Performance of 16-18 Year Old Women, by Dr. James A. Peterson, et al., West Point, N.Y.: U.S. Military Academy, 1976

Pheterson, G. I., Kiesler, S. B. and Goldberg, P. A., "Evaluation of the Performance of Women as a Function of Their Sex Achievements, and Personal History," <u>Journal of Personality and Social Psychology</u>, Vol 19, 114-118, 1971

Plowman, S. "Physiological Characteristics of Female Athletes," Research Quarterly, 1974

Poloma, M. M. and Garland, T. N., "The th of the Egalitarian Family: Familial Roles and the Professionally Employed Wife," A. Theodore (Ed), The Professional Woman, Cambridge, Ma., 1971

Poloma, M. M., "Role Conflict and the Married Professional Moman," C. Safilios-Rothschild (Ed.), Towards a Sociology of Women, Lexington, Mass., Xerox College Publishing, 1972

Raj, Des, The Design of Sample Surveys, New York, McGraw-Hill, 1972

Rasch, Philip J., Hamby, Jefferson W. and Rich, Ada G. The Physical Fitness of Women Marine Recruits," Naval Medical Field Research Laboratory, Camp LeJeune, NC, May 1967 also January 1967

Ravenhill, T. H., "Some Experiences of Mountain Sickness in the Andes," <u>Journal of Tropical Medicine and Hygiene</u>, 1973, <u>16</u>, 313-320

untropics of the tenth of the second of the

Reichert, Paulette. <u>Homen at Sea: A Sinking Ship</u>, by Paulette Reichert, --Monterey, CA: Naval Postgraduate School, 1976

Response to the Brookings Institute Study on U.S. Reserve, A Position Paper, Association of the U.S. Army, Washington, U.C., 1 February 1974

Reynolds, Herbert M. and Mackie A. Allgood, <u>Functional</u>
<u>Strength of Commercial Airline Stewardesses</u>, <u>Department of Transportation Report No. FAA-AM-75-13 FAA Office of Aviation Medicine</u>, <u>Civil Aeromedical Institute</u>, <u>Oklahoma City</u>, <u>Oklahoma</u>, 1975

Rigby, M. K. and Ossario, E. D., <u>Saciometric Status and Attitude Characteristics of Successful and Unsuccessful Wave Recruits</u>, Department of Psychology, St. Louis Univ., <u>St Louis</u>, 1959

Rose, S. A., The Fraternization Taboo - Nonsense or Necessity, Unpublished Paper, SJA Office (ATSJ-JA), Ft. Jackson, SC, 1 Feb 76

Rosenblatt, P.C. and Cunningham, M.R., "Sex Differences in Cross-Cultural Perspective", B. Lloyd and J. Archer (Eds), Exploring Sex Differences, New York: Academic Press, 1976

Ruble, D. N. and Higgins, T. E., Effects of Group Sex Composition on Self-Presentation and Sex-Typing, <u>Journal of Social Issues</u>, 1976, No. 3, 125-164

Savell, J. M., Woexel, J. C. and Collins, B., "Attitudes Concerning Job Appropriateness for Women in the Army," US Army Research Institute for the Behavioral and Social Sciences, Res Memo 75-3, Jun 75

Seboda, Barbara L, <u>Methods for Enhancing the Military</u>
Potential of Selected Manpower Segments, Barbara L.
Seboda, Vernon B. Morris, Jr., Charles D. Ward. Columbia,
MD; Westinghouse Health Systems, 1974

Schuckit, Marc and Gunderson, E. K. (US Navy Medical Neuropsychiatric Research Unit, San Diego, CA)
"Psychiatric Incidence Rates for Navy Women: Implications for an All Volunteer Force," Military Medicine, 1974

Sherman, Julia, Social Values, Femininity and the Development of Female Competence, <u>Journal of Social Issues</u>, Vol 32, 1976

Sherman, J. A., On the Psychology of Women: A Survey of Empirical Studies, Springfield, 111., 1971

第 第二 3

Shields, Stephanie (Penn U) "Functionalism, Darwinism and the Psychology of Women," American Psychologist, 1975

Sichel, T. L. et al, <u>Women On Patrol, a Pilot Study of Police Performance in New York City</u>, LEAA National Criminal Justice Reference Service, Rockville, MD, 1977

Silverman, Ellen-Marie, etal, (Marquette Univ)
"Variability of Stutterer's Speech Disfluency: The
Menstrual Cycle," Perceptual Motor Skills, 1974

MONK! HE

. (au3) Medama

Esbusie 1732

Security and the second

SHE'L A

Snow, Clyde C., Herbert M. Reynolds and Mackie A. Allgood, Anthropometry of Airline Stewardesses, Department of Transportation Report No. FAA-AM-75-a, FAA Office of Aviation Medicine, Civil Aeromedical Institute, Oklahoma City, Oklahoma, 1975

Spence, J. T. and Helmreich, R., "The Attitudes Toward Women Scale," Bulletin of the Psychomonic Society, 1973

Spence, J. T., Helmreich, R., and Stapp, J. "Ratings of Self and Peers on Sex Role Attributes and Their Relation to Self-Esteem and Conceptions of Masculinity and Femininity," Personality and Social Psychology, 1975

Staton v. Froehlke, 390 F. Supp. 506, 507 (1975)

Stauffer, Robert, Comparison of US Military Academy Men and Women on Selected Physical Performance Measures . . . Project Summer Time, Office of Physical Education, US Military Academy, West Point, NY, Oct 1976

Stewart, Charles T. and Arbogast, Kate A., The Supply of Women Enlistees and Their Utilization in the Navy, by Kate A. Arbogast and Charles T. Stewart Jr., Washington, The George Washington University Graduate School of Arts and Sciences, 1976

Stoudt, Howard W., Albert Damar, Ross McFarland and Jean Roberts, Weight, Height and Selected Body Dimensions of Adults, United States, Public Health Service Publication No. 1000, Series 11, No. 8, US Government Printing Office, Washington, DC, 1965

Stouffer, S. A. et al., The American Soldier, Combat and Its Aftermath, Princeton University Press, Princeton, N. J., 1949

Strauss, G., and L. Sayles, <u>Human Behavior in Organizations</u>, Printice Hall, Englewood Cliffs, N.J., 1960

Store and to project as I see that the see t

large to los deveci

Strother, D. D., <u>The WASP Training Program an Historical Synopsis</u>, Air Force Museum Research Division, 1973

Arms Recruiting Confidence, surbest Factor, 100

Taylor, Maxwell D., Military Leadership: What Is It? Can It Be Taught? Maxwell D. Taylor, Gen, USA (Ret), Defense University, 1977

Thomas, Patricia J., Why Women Enlist: The Navy as an Occupational Choice, Patricia J. Thomas.--San Diego, CA: Navy Personnel Research and Development Center, 1977

Thomas, Patricia J., <u>Utilization of Enlisted Women in the Military</u>, Navy Personnel Research and Development Center, San Diego, CA, May 1976

Treadwell, Mattie E., <u>United States Army in World War II.</u>

<u>Special Studies. The Women's Army Corps</u>, Washington,

Office of the Chief of Military History, Department of the Army, 1954

Truddenhum, R. D., MacBride, P., and Zahn, V., "The Influence of the Sex Composition of the Groups Upon Yielding to a Distorted Group Norm," <u>Journal of Psychology</u>, No. 46, 243-251, 1958

Turner, Ralph H., "Role-Taking Process Versus Conformity," in Arnold M. Rose, ed., <u>Human Behavior of Social Processes: An Interactionist Approach</u>, Houghton Mifflin Company, Boston, 22-27, 1962

Ufeld, F. and Pearlin, L., "American Psychological Association Paper," San Francisco, 1977, reported in Psychology Today, December, 1977

a DEFERRACE

Movement of

U.S. Army Administration Center, Women in the Army Leadership Seminar, an after-action report, 24-27 Jan 78, Ft Harrison, IN, 1978

U. S. Army, XVIII Airborne Corps, Ft. Bragg, N.C. Pro-Life Report, XVIII Airborne Corps, Ft. Bragg, N.C., 1977

U.S. Army, <u>Highlights in the History of the Army Nurse</u>
Corps, U.S. Army Health Services Cmd, Washington, D.C.,
1975

U.S. Army Military Personnel Center, <u>Utilization of Women</u>
<u>in the Army</u>: Final Task Force Report, US. Army Military
Personnel Center. Alexandria, Va. 1977

- U.S. Army Recruiting Command, Market Facts, Inc. A Study of Young Women's Attitudes Toward Enlisting in the U.S. Army: a report to the U.S. Army Recruiting Command and N. W. Ayer & Son, Inc., prepared by Market Facts, Inc., Chicago, Ill., Market Facts, Inc., 1974
- U.S. Army War College, <u>USAMC Study of Leadership for the Professional Soldier</u>. Carlisle Barracks, Pa., 1971
- U.S. Central All-Volunteer Force Task Force, <u>Utilization of Military Women</u> (a report of increased utilization of military women, FY 1973-1977), Central All-Volunteer Task Force, Washington, Office of the Assistant Secretary of Defense (Manpower and Reserve Affairs), 1972
- U.S. Congress, Joint Economic Committee, Subcommittee on Priorities and Economy in Government, The Role of Women in the Military, hearings held Friday, July 22, 1977, Washington, Independence Reporting, 1977
- U.S. Dept. of Defense, Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics), Use of Homen in the Military, background study, Washington, 1977
- U.S. Military Academy, <u>Project 6U-A</u>: A Comparison of Two Types of Physical Training Programs on the Performance of 16-18 Year-Cld Women, West Point, NY, 1976, 2 Vols
- Vitola, B. M. et al, Characteristics of Women in the Air Force 1970 through 1973 AFHRL-TR-74-59, AFHRL, July 1974
- Vitola, B. M. and Wilbourn, J. M, <u>Comparative Performance</u> of Male and Female Enlistees on Air Force Selection <u>Measures</u>, AFHRL-TR-71-9, Air Force Human Resources <u>Laboratory</u> (AFHRL), Feb 1971
- Vitters, A. G. and Kinzer, N. S., Preliminary Report on Homen Cadets at the U.S. Military Academy, Inter-University Seminar on Armed Forces & Society, Air Command/Staff College, Maxwell AFB, AL, 1976
- Mard, Charles D. and Seboda, Barbara L. Methods for Enhancing the Military Potential of Selected Manpower Segments, Barbara L. Seboda, Vernon B. Morris, Jr., Charles D. Ward, Columbia, 10, Westinghouse Health Systems, 1974
- Weinman, K. P., Slobochova, Z., Bernauer, E. M., Moremoto, T., and Sargent, F., "Reaction of Hen and Homen to Reported Exposure to Humid Heat," <u>Journal of Applied Physiology</u>, 1967, 22, 533-538

Wells, R. A. and Dijkers, M., <u>Women in a Male Domain:</u>
Attitudes and Reactions at the Coast Guard Academy, Inter-University Seminar on Armed Forces & Society, Chicago, 1977

White, Robert, Natick Research and Development Command (NARADCOM) Anthropometry of Women of the US Army - 1977

Report No. 2: Basic Univariate Statistics CE & MEL - 173,

June 1977

White, Robert, "Statistics for Subseries 4: The Static Strength Measurements" Chap VII, pp 129-143, In Anthropometry of Women in the US Army - 1977, Tech. Rep. Natick - TR-77-024 NARADCOM, June 1977

Wiltse, C. M., The Medical Dept: Medical Services in the Mediterranean and Minor Theaters, Office Chief Military History, U.S. Army, Washington, D.C., 1965

Williams, Edward H., MAS, A Military Dilemma: Equal Rights for Women, Air University, Maxwell AFB, AL, May 71

Winters, Carl J. and Sorensen, Janet, "Individual Factors Related to Career Orientation in Women," S. H. Osipow (Ed), Emerging Women: Career Analysis and Outlook, Charles E. Merrill, Columbus, Ohio, 1975

Wolkind, S. N. (London) "Psychological Factors and the Minor Symptoms of Pregnancy," <u>Journal of Psychosomatic Research</u>, 1974

Women in the Army Symposium, 11-12 April 1977, Washington, U.S. Dept. of the Army, 1977

Women Today, Today Publication & News Service, Inc., Washington, D.C., 25 Jul 77, Volume VII; No. 15, p. 91

Yerby, Janet. (Cleveland State U.) Attitude, Task and Sex Composition as Variable Affecting Female Leadership in Small Problem-Solving Groups, Speech Monographs, 1975

Zellman, G. L., Role of Structural Factors in Limiting Women's Institutional Participation, <u>Journal of Sociological Issues</u>, No. 3, 1976

APPENDIX M

ABBREVIATIONS AND GLOSSARY

23500 THE CONTRACT - 180

SC - Stend Cover

evision wheel - Al

ather actions are the 31

ADMINCEN - US Army Administration Center ADMINCEN - US Army Administration Center AFEES - Armed Forces Entrance and Examining Station CO PROTECTION AMERICAN - 2004 AG - Adjutant General Corps AIT - Advanced Individual Training AR - Armor Purel gate to the tree the sense of - 108 ARTEPS - Army Training and Evaluation Program ASA - US Army Security Agency

BAU - Basic Allowance for Quarters.
BCT - Basic Combat Training
BIET - Basic initial entrance training

C&GSC - Command and General Staff College CE - Combat Engineer CED - Combat Exclusion Definition Stone were sport with 2. - 70AR26 COI - Course of Instruction CULA - Cost of Living Allowance
CONUS - Continental United States
CM - Chemical Corps CULA - Cost of Living Allowance CMF - Career Management Field Intelligence of the second of the second of the

EN - Engineer EWITA - Evaluation of Women in the Army

FA - Field Artillery FI - Finance Corps FORSCOM - US Army Forces Command

HEL - Human Engineering Laboratory, US Army

IN - Infantry IPR - Interim Progress Report

MC - Medical Corps MI - Military Science MODS - Military Occupational Data Bank MOS - Military Occupational Specialty MP - Military Police MSC - Medical Service Corps

OBC - Officer Basic Course OCS - Officer Candidate School 00 - Ordnance OJT - On the Job Training

ORSA - Operations Research Systems Analysis
OSUT - One station unit training

PAC - Personnel Administration Center
PMOS - Primary Military Occupational Specialty

UM - Quartermaster Corps

ROTC - Reserve Officer Training Corps
RR/EO - Race Relations/Equal Opportunity

SC - Signal Corps
SHORAD - Short Range Air Defense
SGMA - Sergeants Major Academy
SMOS - Secondary Military Occupational Specialty
SPSS - Statistical Package for the Social Sciences
SR - Standby Reserve

TC - Transportation Corps

USAADS - US Army Air Defense School
USAFAS - US Army Field Artillery School
USAREUR - US Army, Europe
USARIEM - US Army Research Institute of Environmental Medicine
USMA - United States Military Academy

applica this largetal has besomed - Q2:00)

elylliche arolf - at gewarensort - 13

... myssa inormin - Own

The state of the s

Man Control Dagto Course the Company of the Company of the Company of the Course of th

DATALEST COLUMNS NO - THE

WHITE TOTAL THE

. KONSKONO V CO

FORESER - US ACAR PERCES COMMA 3.

t reces with their cleans - will

A Property Colonia Col

This Musica Projecting Length Court & Jan.

WEEM - Women Enlisted Expansion Model
WITA - Women in the Army
WOSM - Women Officer Strength Model

- Above Baseline MOS Those MOS which require physical capabilities beyond that necessary to accomplish the six common soldiering tasks (add above parenthetical list of soldier tasks).
- Baseline MOS Those MOS which require only the physical capabilities necessary to accomplish the six common soldiering tasks (8 km road march, entrenchment dig, 75 meter rush, 75 meter crawl, lift and camp in and grenade throw).
- Conclusion Interpretive evaluation of findings based on previous experience. Independent evaluator may come to different conclusions based on the same set of findings.
- Fact A clear and concise descriptive observation of the behavior or presence of a natural, man or man-machine activity or inactivity pertinent to the evaluation.
- Finding Fact derived from the evaluation. Independent evaluators would agree on findings without change.
- Fraternization (traditional definition) Related to relationships between officers and enlisted personnel.
- Fraternization (current definition) Encompasses socialization, dating, courting, and marriage.
- Median The middle datum when a set of data is arranged in order of magnitude; if there is no middle datum, it is the mean of the middle data.
- Nontraditional MOS An MOS to which females have not normally been assigned in the past, such as truck vehicle mechanic, heavy equipment operator.
- Recommendation Proposals and counsel to the decision maker based on findings and conclusions of an evaluation seasoned with experience and associated bias.
- Sex Fraternization Social interactions, real or perceived, between male and female service members that promotes individual and/or group animosity, dissension, or antagonism.
- Sole Parent An Army service member having sole physical responsibility for a dependent child without another adult in residence.

Standard Deviation (statistical) - A measure of the dispersion or variability of distribution; an indication of the extent to which a number of individual values differ from the mean of the values. The more the values differ from the mean, the greater will be the standard deviation.

Songiasing - Enterprishing evaluation of fladings based on previous

To the sent and concrete descriptive characteristics of the behavior of the first transfer of the contract of

First of a contract the evaluation increased the contract of t

Prategratia con de comparator de transferante de Archaego de relacionario

Practication (correct definition) - Encompanie: additioning

To taking his beginning at each to \$5% o from curry content and a nation

neso (filestea ton over as hemen harmon's fall on 2000 feach rendress Targren in the execution of the configuration of the configuratio

on open to the post of the second one calendary and expension of the second of the sec

nessand, leviennes ner fres a la la la meser la force de meser permeter a la la la composition de la composition della composition de la composition della c

of first one out out whe of the company of a contract the company of

Lightburt to les gres out on useed subtraction

.acitaniava bul 53 Tescitas

Section the Josephan person

somene readers apprend the merce of Copy

ibanderon bidatelmo one grapifica moskiadi.

The state of the s

temporary ve addinguity of learns dearp

to these stay part in comment of these about as a secret of of

Traditional MOS - An MOS to which females have customarily been assigned in the past, such as clerk typist, stenographer.

APPENDIX N

DISTRIBUTION

Pobranco II PBS 905AO

eas to spart	103 to the mount	2002 40020
HUDA (ASA-MERA) Washington, DC 20310	1 HQDA (DAMH) US Army Center of M Washington, DO 203	ilitary History
HQDA (DAAR) Washington, DC 20310	HQDA Army General Counse	STATE OF THE PARTY.
HUDA (DAMO-FD) Washington, DC 20310	1 Washington, DC 203	
HUDA (DAPE-DW) Washington, DO 20310	1 MILPERCEN ATTN: DAPC-EPF-A (200 Stovall Street	WEEM)
HUDA (DAPE-HR) Washington, DC 20310	Alexandria, VA 223	32 CHARLE INTER CHARLE INTER ALL AR THER OF THE
HUDA (DAPE-MPE-CS) Washington, DC 20310	1 MILPERCEN ATTN: DAPC-MSP-0 200 Stovall Street	Asileman Santiasi
HUDA (DCSPER) Washington, DC 20310	10 Alexandria, VA 223	32 ************************************
HUDA (DCSOPS) Washington, DC 2031	1 MILPERCEN ATTN: DAPC-MST 200 Stovall Street	os inglande for the regional Allowers of the Allowers Allowers of the South
HQDA (DAPE-DMPM) Washington, DC 29310	1 Alexandria, VA 223	32 (45) (45) (45) (45) (45) (45) (45) (45)
HUDA (NGB) Washington, DC 20310	3 MILPERCEN DAPC-ZA	not sent to
HQDA (OCAR) Washington, DC 20310	200 Stovall Street 1 Alexandria, VA 223	
HQDA (OTSG)/ Washington, DC 20310		Commonder, English Esspungo Cett Localand No. 12 (2)
HUDA (DASG-DB) Washington, DC 20310	CINUSAREUR ATTN: DCSPER-HRD APO NY U94U3	2
HUDA (Ofc Cofs) Washington, DC 20310	Commander USAFORSCOM	1
HUDA (SGRD-OP) Washington, DC 20310	1 ATTN: DCSOPS Fort McPherson, GA	30330

Commander USAFORSCOM ATTN: DCSPER Fort McPherson, GA 30330	1 Commander Industrial College of the Armed Forces Washington, DC 20319	i en neus ac
Commander USATRADOC ATTN: DCSPER	3 President National Defense University Washington, DC 20319	(1200 lds
Fort Monroe, VA 23651	BLUT US US	
Commander USATRADOC ATTN: DCST Fort Monroe, VA 23651	Commandant 1 JAG School ATTN: JAGS-ZA Charlottesville, VA 22901	
For C Monroe, VA 23051	Commander	
Commander USATRADOC	1 National War College Washington, DC 20319	raine (AGA).
ATTN: ATRM-BO	01.000	Anolina He
Fort Monroe, VA 23651	Commander USAADDS	•
Commander Health Services Command Fort Sam Houston, TX	1 ATTN: ATSA-TC Fort Bliss, TX 79916	A-sujua At Louvoi Ins
VAL SALECOBE	Commander	43-3001 AC
Superintendent Academy of Health Sciences	1 USAADMINCEN ATTN: ATZI-AG-ALB	, no agent tha
ATTN: HSA-COC Fort Sam Houston, TX	Fort Harrison, IN 46216	Land of the
1.55775 (4.54	Commander	1
Defense Information School	1 USAADHINCEN ATTN: ATZI-CD	and Totals
Fort Harrison, IN 46216	Fort Harrison, IN 46216	1991
Director Defense Race Relations	1 Commander USAADMINCEN	100000
Institute- Patrick AFB, FL 32925	ATTN: ATZI-E Fort Harrison, IN 46216	inality At
Commander	1 Commander	75. TOTAL
English Language Center Lackland AFB, TX 78236	USAADMINCEN ATTN: ATZI-SP	nater de
	Fort Harrison, IN 46216	Charles and the second

H XYGHRYA

5-12

146.5

Mantegreen, 6 20012

CIECU CA COSTUNTALES

Mannangann to Liste

CHARLES OF SALES

ATTAL - MIGHE - ATTAL - ATTAL - ATTAL

Commander USAADMINCEN	1 Commander 1 US Army Engineer School
ATTN: ATZI-TD	ATTN: ATSE-CTD-DFTL
Fort Harrison, IN 46216	Fort Belvoir, VA 22060
Commander 18668 AD 1878	1 Commander 1
US Armed Forces Staff College	US Army Field Artillery School
Norfolk, VA 23511	ATTN: ATSF-ACTAUM SAM SELECTED COOK HIS
	Fort Sill, OK 735U3
Commandant US Army Armor School	1,4508 F. +0.1-0.1 - 23.7 M. F. A.
US Army Armor School	Director Cont. La Languagua e 1
Alin: Alab-IU-IUK	03 Army numan Engineering
Fort Knox, KY 40121	Laboratory
foodSc reasonresread or	ATTN: DRXHE
	1 Aberdeen Proving Grounds, MD 21005
US Army Aviation School	CTO1
ATTN. AT70-DT	Commandant 1
Fort Rucker, AL 36362	US Army Institute
easterned entrivinged to	tor Military Assistance
Commandant	1 Fort Bragg, NC 283U7
US Army Chaplain Center	and the second s
and School	Commander 3
and School Fort Wadsworth, NY 10305	US Army Infantry Center
· · · · · · · · · · · · · · · · · · ·	Alin. Alon-1-0-D
Commander	1 Fort Benning, GA 31905
US Army Combat Developments	
Experimentation Command	Commander Commander
Fort Ord, CA 93941	US Army Intelligence Center
THE RESERVE AND THE PROPERTY OF THE PROPERTY O	ATTN: DOC-TL
BEST (CONTROL OF MANY MANY MANY MANY MANY MANY MANY MANY	1 Fort Huachuca, AZ 85613
US Army Combined Army Combat	
Developments Activity	Commandant
Fort Leavenworth, KS 66U27	US Army Intelligence School
	Fort Devens, MA 11433
	Commandant 1 USALOGCEN ATTN: ATCL-AO Font Lee VA 23803
US Army Command and	Commandant
General Staff College	USALOGCEN TANGERED & DOMENTAD SERVE 20
Fort Leavenworth, KS 66027	ATTN: ATCL-AU 460/450 augration
	FULL FEE, IN COOP
	The Zim Court of the school of the Court to the Court of
USAE School of Music	Commander 1
Norfolk, VA 23521	USAMEDDAC
	ATTN: ATZI-MD-MC
	Fort Harrison, IN 46216

Pell V

Commandant US Army Military Police School ATTN: ATSU-TD-TL Fort McCleve, AL 36201		Commander 1 US Army Organizational Effectiveness Training Center Fort Ord, CA 93941
Commandant US Army Missile and Munitions Center ATTN: ATSK-TD-CD-M Redstone Arsenal, AL 35809	1	Commander USA OTEA ATTN: CSTE-P 5600 Columbia Pike Falls Church, VA 22041
Commander US Army Military Preparatory Academy Fort Monmouth, NJ 07703	1	Commander US Army Quartermaster School ATTN: ATSM-CTD-TL Fort Lee, VA 23801
Superintendent US Army Military Academy West Point, NY	1	Commander US Army Recruiting Command Fort Sheridan, IL 60037
Commandant US Naval Academy Annapolis, MD	1 (50 Sest 2017A (52)	Commander 1 US Army Research Institute ATTN: PERI-M
Commandant US Air Force Academy Colorado Springs, CO	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	5001 Eisenhower Ave Alexandria, VA 22333 Commander 5
Commandant US Army Coast Guard Academy New London, CT	1,807 A 1 1 01 J	USARIEM Natick, MA 01760
Chief of Personnel US Merchant Marine Academy	i	Commandant US Army SGM Academy Fort Bliss, TX 79916
Commandant US Army Ordnance & Chemical	1	Commandant US Army Signal School ATTN: ATSU-CTD-LT Fort Gordon, GA 30905
Corps School ATTN: ATSL-CTD-DT	.005	Commander 1 US Army Training Center
	RALNO V SW 1324 V	Fort Dix, NJ U8640

Commander US Army Training Center Fort Jackson, SC 29207		Commander 1 8th US Army ATTN: CofS
Commander US Army Training Center Fort Leonard Wood, MO 65473	1	APO SF Commander SETAF APO NY
Commandant US Army Transportation School ATTN: ATSP-CTD-DT Fort Eustis, VA 23604		Commander 1 V Corps APO NY
Commandant US Army War College Carlisle Barracks, PA 17013	26.34 26.34 310.49	Commander VII Corps APU NY
Commander US Army First ROTC Region Fort Bragg, NC 28307	1	Commander 1 21st SUPCOM APO NY U9227
Commander US Army Second ROTC Region Fort Knox, KY 40121		32d AADCOM
Commander US Army Third ROTC Region Fort Riley, KS 66442	1	Commander 1 1st Armored Division APO NY
Commander US Army Fourth ROTC Region Fort Lewis, WA 98433	1.	Commander 1st Infantry Division Fort Riley, KS 66442
HU, US Coast Guard Chief, Office of Personnel ATTN: G-PMR/62	3	Commander 1 2d Infantry Division APO San Francisco
HQ, US Marine Corps ATTN: MPP-Rm 4301 Washington, DC 20310		Commander 1 3d Armored Division APO NY
HQ, Dept of Navy Bureau of Naval Personnel ATTN: PERS-2B	1	Commander 1 3d Infantry Division APO NY
Washington, DC 20370		Commander 1 5th Infantry Division Fort Polk, LA

桑·纳

Commander 4th Infantry Divi Fort Carson, CU	ision 1	172d Infantry Brigade
rort carson, cu		Fort Richardson, AK
Commander	1	
7th Infantry Divi	sion	
Fort Ord, CA 939	41	193d Infantry Brigade Fort Amador, CZ
Commander	1	frequence?
8th Infantry Divi APO NY	sion	1926 Astan Chasat
Commander	1	
9th Infantry Divi		Mrs. Cecile Landrum 1
Fort Lewis, WA		HU, Dept of the USAF
Commander		masnington, oc
24th Infantry Div		Dr. Edith Seashore
Fort Stewart, GA		National Training Lab Inst Washington, DC
Commander	1	TO A STATE OF LABORATE OF AND
25th Infantry Divi		Major W. J. Chantelau 1
Schofield Barracks		US Army Combined Arms Dev Ctr
Commander		
82d Infantry Divis		TOTO LEGVERMOTOR, NO LOUZE THE PARTY OF THE
Fort Bragg, NC 28		Captain G. Harris 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
1010 01493, 110 20		US Army Logistical Center
Commander	HOTETATO DETERM	ATTN: ATCL-AO
luist Division (A	ISLT)	Fort Lee, VA 23803
ATTN: G-3-DPT		
Fort Campbell, KY		LTC A. J. Stuart III
	noterval company	MILPERCEN
Commander	五种斯特殊 "京本",其中是由于《	ATTN: DAPC-MSF (LNO)
56th FA Bde		200 Stovall Street
APO NY	nafetytű vallát.	Alexandria, VA 22331
Commander		Colonel F. E. Varljean
2d Armored Cavalry		HQ, USAREUR
APU NY	REGIMENT	ODCOPS-TRADOC/LNO
70 II	main that biomous	20 NH 프로프 (프린트 UNIO NEE NEE NEED EN WORLD NEED NEED NEED NEED NEED NEED NEED NE
		BG W. F. Ulmer, Jr. SECON JE 1 CONTRACT
	ACTAL VALUE MELDINATURA	Fort Hood, TX
		A THE PERSON OF

of endprintps.

1830

to be the property of the party of the party